READING

ANNUAL REPORTS

1975

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Town of

READING

MASSACHUSETTS

Annual Report

Of The Town Officers

For The Year Ended December

1975

Town Officers

1975

	Term Expires

BOARD OF SELECTMEN

Robert S. Cummings, Chairman	1976
James J. Sullivan, Jr., Secretary	1977
Richard J. Ogden	1978

EXECUTIVE SECRETARY

John W. Agnew, Jr.

TREASURER

James N. Boyd, Jr.

TOWN ACCOUNTANT

Richard E. Gould

TOWN COLLECTOR

C. Dewey Smith

MODERATOR

Kenneth C. Latham

TOWN CLERK

Lawrence Drew

TOWN COUNSEL

Tyler, Reynolds & Craig

BOARD OF ASSESSORS

Robert I. Nordstrand, Chairman	1978
William E. Locke, Secretary	1976
Michael T. Sullivan	1977

BOARD OF REGISTRARS

Joseph P. Riemer, Chairman	1978
Pearl E. Malphrus	1977
Daniel F. Driscoll, Jr.	1976

BOARD OF APPEAL

John A. Anderson, Chairman	1977
John B. Tewksbury, Secretary	1976
William H. Watt	1978

ASSOCIATE MEMBERS OF BOARD OF APPEAL

Elizabeth M. Kay	1978

PLANNING BOARD

Curt E. Nitzsche, Chairman	1977
Maureen T. O'Brien, Secretary	1976
Joseph C. Sturm	1978
George V. Hines	1977
Charles J. Keller	1976

PERSONNEL BOARD

James J. Fandel	1978
John C. Newman	1976
David W. Kruger	1976
Leo R. Campbell	
William F. Winslow	1979

FINANCE COMMITTEE

Elizabeth W. Klepeis, Chairman	1978
Charles W. Hewitt, Vice-Chairman	1977
Thomas Chase	1977
Carl Beaulieu	1978
Richard C. Evans	1976
Donald Trudeau	1977
Bayard R. Lincoln	1978
Allan E. Ames	1976
John L. Black	1977
John M. Silvaggi	1978
Charlotte Thompson	1978
William F. Winslow	1976
Paul E. Dube	1976
Douglas A. Cowell	1976
Michael J. Haley	1977

* Alfred Doughty
* Harry M. Johnson, Jr.
* Paul A. Miller
* Arthur E. O'Brien
* James F. Fandel
* G. Albert Cullen
* Richard J. Ogden

BOARD OF HEALTH

Thomas J. Dowd, M.D., Chairman	1977
Mary Polychrones, Secretary	1978
John D. Cafazzo	1976

DIRECTOR VETERANS' SERVICES

Veteran's Benefits Agent

Russell F. Winam

SCHOOL COMMITTEE

Nancy E. Elgart, Chairperson	1977
W. Bruce MacDonald, Vice-Chairperson	1978
Louis H. Martinage	1976
Frank A. Smith, Jr.	1976

Elizabeth A. Walsh	1977
Mary Jolene Guerra	1978

* Kenneth P. Roberts

SUPERINTENDENT OF SCHOOLS

Robert S. Wells

SCHOOL PHYSICIAN

Robert W. Wakeling, D.O.

REGIONAL SCHOOL DISTRICT COMMITTEE

John B. Pacino	1977

BOARD OF LIBRARY TRUSTEES

Edward F. Fuller, Jr., Chairman	1976
William H. Diamond, Secretary	1977
Robert J. Fields	1978
Barbara E. Winkler	1976
Alfred R. Johnson	1977
George M. Richards	1978

BOARD OF PUBLIC WORKS

John H. Russell, Chairman	1976
Paul C. Dustin, Secretary	1976
Lawrence R. Blood	1978
John W. Price	1977
Alexander T. Botka	1978

* Malcolm E. Reed

MUNICIPAL LIGHT BOARD

John H. Crooker, Chairman	1978
William H. Parker, Secretary	1976
Frank E. Graupner	1977

BOARD OF CEMETERY TRUSTEES

Clifford P. Wadman, Chairman	1978
Charles E. Ellis, Jr.	1976
Edouard N. Dube	1978
Harold F. David	1977
Herbert F. Gent, Jr.	1977
Stanley F. Maxwell	1976

RECREATION COMMITTEE

Duane B. Heineck, Chairman	1977
John Morabito, Secretary	1978
Newell Morton	1978
Nancy Hollingsworth	1976
Paul C. Dustin	
Gladys Benshimol	1976
Robert G. Sullivan	1978
Frank Smith	

HOUSING AUTHORITY

Phillip R. White, Jr., Chairman	1980
Edouard N. Dube, Vice-Chairman	1978
Frank J. Johnson, Jr.	1976
Richard S. Dempster	1979
Charles Stratton (State Appointed)	1976
Janet Pierce, Executive Director	

SUPERINTENDENT OF MOTH WORK

Irving E. Dickey, Jr.

TREE WARDEN

Irving E. Dickey, Jr.

INSPECTOR OF BUILDINGS

Charles H. Stamatis

WIRE INSPECTOR

Blanchard K. Stoddart

INSPECTOR OF PLUMBING

William R. Harrison

GAS INSPECTOR

William R. Harrison

SEALER OF WEIGHTS & MEASURES

Charles H. Carroll

DOG OFFICER

Ralph C. Marden, III

INSPECTOR OF MILK & FOODS

James J. Nugent, Jr.

INSPECTOR OF ANIMALS

Gardiner A. Lester, D.V.M.

CUSTODIAN OF SOLDIERS' and SAILORS' GRAVES

J. Henry Vik

DIRECTOR OF CIVIL DEFENSE

John W. Agnew, Jr.

CONSTABLES

Sally M. Hoyt
Lloyd W. Locke, Jr.

CONTRIBUTORY RETIREMENT BOARD

George R. Larson, Chairman
Richard E. Gould, Secretary
John F. Tormey

INSURANCE COMMITTEE

Consists of Board of Selectmen, Town Treasurer,
and Chairman of Finance Committee

LAW COMMITTEE

Consists of Chairman of the following Boards:

Board of Selectmen
Board of Public Works
Board of Cemetery
Board of Health
Board of Library Trustees
Planning Board
Board of Assessors
School Committee
Municipal Light Board

COMMISSIONERS OF TRUST FUNDS

George R. Larson, Chairman	1979
William K. Weidman	
David E. Hersee	1977

Town Treasurer and Chairman Board of Selectmen Members Ex-Officio

INDUSTRIAL COMMISSION

John M. Celehar
Edward J. Coppinger
John P. Collins

COMMITTEE ON TOWN FORESTS

Benjamin E. Nichols, Chairman	1977
Irving E. Dickey, Jr.	1978
George B. Perry	1976

CONSERVATION COMMISSION

R. Gary Gilbert, Co-Chairman	1977
Ruth E. Johnson, Co-Chairman	1976
Nancy W. Anderson	1978
James R. Boucher	1977
Henry W. Fienemann	1976
Jean Westwater	1976
Lynn Statz	1978

COMMITTEE ON ELM TREE PROTECTION

Irving E. Dickey, Jr.
Charles Stratton

MEASURES OF LUMBER

Harold B. Currell
Irving E. Dickey, Jr.

MEASURES OF WOOD AND BARK

Harold B. Currell
Irving E. Dickey, Jr.

FIELD DRIVERS

Norman B. Small, Jr.
Ronald A. Winslow

PUBLIC WEIGHERS

Gorden Berry
Kenneth Hall
Dennis Treanor
Carl Sias

Donald O'Shea
William Capps
Jack Pratt
George Hayes
Ronald Liss

Albert K. Guglielmi
William Knight
Diane M. Joyce
Deborah Massero

REPRESENTATIVE METROPOLITAN AREA PLANNING COUNCIL

Joseph C. Sturm 1979

POLICE DEPARTMENT ROSTER

CHIEF

John F. Beaudoin

LIEUTENANTS

Edward M. Hubbard

Bernard J. Paiva

Fred Granelli

LIEUTENANT—DETECTIVE

Edward W. Marchand

SERGEANT

Robert E. Marchand

PATROLMAN—DETECTIVES

Leo S. Iacopucci
William F. Keefe

Richard L. Nelson
John Green

SAFETY OFFICER

Joseph W. Cormier

PATROLMEN

George A. LeFave
Herbert G. Perry
Robert A. Castine
Herbert N. McSheehy
Richard L. Wood
William E. Arakelian
Paul K. Sheridan
Michael S. Conchiglia
Dennis T. Farrell
Robert J. Silva
Henry F. Rich
Murray C. Airhart
Robert F. Flynn
N. Kevin Patterson
Patrick M. O'Brien
Brian A. Richards
Charles R. Pothier
John A. Bilicki
Evan P. Edwards
Raymond J. Doucette
Leonard P. Hoyt
David E. Saunders
Gerald F. Hoyt
William A. Pacunas
Paul G. Peoples
Paul A. Vallee
Joseph R. Veno
Chester M. Thurston
Gerald C. Powers
Walter R. Franklin
Hobart E. Nelson
Michael P. Cloonan
Larry E. Frederick

CLERK

Barbara B. Adams

POLICEWOMAN

Marie A. Cormier

FIRE DEPARTMENT ROSTER

CHIEF

Robert W. Pratt

DEPUTY CHIEF

Victor H. Cail

CAPTAINS

Robert W. Shannon
Theodore W. Turner, Jr.
Russell E. Carter
Leonard J. Redfern
Arthur W. Steele

LIEUTENANTS

Leslie L. Hadley
Robert H. Thomas
Harvey J. Racine
Donald V. Jackson

FIRE FIGHTERS

Gerald W. Humphrey
Nelson F. Andrews
Ronald D. Michelini
Frederick E. Livingstone
Donald L. Michelini
George L. Turner
Ernest G. Babcock, Jr.
Richard E. Van Horn
Wilfred E. Boudreau, Jr.
Daniel J. Doran
Willard F. Nichols
Peter R. Vincent
Malcolm W. Hubbard
Robert P. O'Brien
Joseph T. Hindes, Jr.
Verlon M. Curtis
Joseph Cummings III
James W. Sharkey
Thomas W. Lyle
Anthony J. Gentile
Paul D. Murphy
Alan B. McMahon
William F. Campbell III
James A. Stevenson
John F. Beaudoin, Jr.
Roger C. Quimby
Arthur H. Vars
Stephen A. Ballou
Philip G. Dole
George E. Cress
James D. Freda
Steven M. Granelli
Donald L. Wood
Robert J. Campbell
Stephen M. Shea
Kenneth N. Campbell, Jr.
David C. Bishop
John A. Faulkner
John T. Kucinski
Gordon E. Sargent
Donald E. Stead
John T. Mooney
Domenic D. Ricci

CLERK

Ruth K. Murray

MECHANIC

Albert A. Tarpin

SUPT. OF FIRE ALARM

Robert W. Pratt

FOREST WARDEN

Robert W. Pratt

DEPUTY FOREST WARDENS

Deputy Chief, Victor H. Cail
Captain, Robert W. Shannon
Lieut. Robert H. Thomas
Irving E. Dickey, Jr.
Benjamin E. Nichols
George B. Perry III

TOWN OF READING

List of Jurors for 1975-1976

Prepared by the Board of Selectmen

NAME	RESIDENCE	BUSINESS OR OCCUPATION
Adams, Dorothy M.	44 Spring St.	Waitress
Adams, Robert W.	57 Westcroft Rd.	Retired
Afentakis, Nicholas J.	73 Linden St.	Data Process Sr. Analyst
Allan, Robert B.	235 Pearl St.	Administrative Assistant
Alworth, William	16 Gardner Rd.	Shipper
Aunchman, Patricia A.	82 Middlesex Ave.	Kitchen Help
Bailey, Richard A.	5 Lakeview Ave., Apt	Laboratory Technologist
Bailey, Scott K.	81 Forest St.	Optical Tech.
Baione, Laurence J.	80 Woburn St.	Guitarist
Baird, Elizabeth	227 Woburn St.	Homemaker
Baltier, Mark P.	48 Charles St.	Student
Belmonte, Rose M.	14 Colonial Dr.	Telephone Operator
Benard, Denis	33 John St.	Truck Driver
Bennett, Elizabeth M.	15 Wells Rd.	Tax Examiner
Berg, Ruth M.	154 Belmont St.	Administrative Secretary
Bliss, Vivian W.	64 Wakefield St.	Administrative Secretary
Borden, Robert A.	11 Lakeview Ave.	Unemployed
Bothe, Albert E.	23 Middlesex Ave.	Engineer-Aide
Bowie, Grace G.	64 Highland St.	Homemaker
Breugelman, Louis A.	357 South St.	Retired
Brooks, Lloyd W.	33 Village St.	Supply Clerk
Brophy, James F.	163 Van Norden Rd.	Product Manager
Budka, Richard A.	3 North St.	Warehouse Manager
Burbine, Cynthia M.	7 Parker St.	Executive Secretary
Burnham, Dorothy A.	106 Oak St.	Examiner
Burns, Eleanor C.	89 Washington St.	Homemaker
Butler, William A.	4 Fielding Rd.	Manager of Gvt. Services
Cacciola, Frank J.	93 Libby Ave.	Die Press Operator
Campbell, Floyd	46 Richards Rd.	Microwave Engineer
Campbell, Leslie A.	36 Franklin St.	I.R.S. Clerk
Campsmith, William F.	55 Marla Lane	Pipefitter
Carleton, Mark S.	61 Track Rd.	Student
Casco, Louis E., Jr.	14 Winthrop Ave.	Maintenance Mech.
Casey, Joseph J.	11 Franklin St.	News Agent
Cashins, Robert F.	114 Howard St.	Engineer
Ceccacci, Anthony	27 Dividence Rd.	Unemployed
Chesley, Richard B., Jr.	31 Fairview Ave.	Jewelry Mechanic
Christofi, Ann M.	98 John Carver Rd.	Homemaker
Clements, Henry W.	17 Landers Rd.	General Traffic Manager

Coffill, Donald E.	31	Park Ave.	Wholesale Route Salesman
Collins, Richard H.	75	Deering St.	Land Surveyor
Colosi, Lillian I.	55	Victoria Ave.	Computer Programmer
Connors, Edith H.	109	Charles St.	Personnel Services Clerk
Corkum, Stanley H.	101	Eaton St.	Repairman
Cosenza, Laurence R.	14	Evergreen Rd.	Assistant Office Manager
Cullen, John D.	242	High St.	Carpenter
Cummings, Agnes A.	26	Barbara Lane	Hairdresser
Cutelis, Charles	23	Dustin Rd.	Insurance Salesman
Daiopulos, Arthur C.	15	Harvard St.	Civil Engineer
Davis, John P.	10	Edgemont Ave.	Systems Analyst
Dawson, Carl	192	Salem Street	Lead Maint. Mechanic
Deardorff, George B.	20	Gardner Rd.	Geologist
Demenkow, Joseph J., Jr.	163	Green St.	Engineering Technician
Demoranville, Tacheryn A.	24	Beaver Rd.	Homemaker
Dickerman, John A.	77	Arcadia Ave.	Staff Engineer
DiNitto, Robert G.	71	County Rd.	Electronics Engineer
Doherty, Joseph J.	32	Dudley St.	Analyst
Doherty, Joseph P., Jr.	169	High St.	Laborer
Donovan, Bernard F., Jr.	144	Prospect St.	Manager
Dragone, William M.	21	Keith Rd.	Programmer/Analyst
Drake, Helen F.	112	Spruce Rd.	Homemaker
Durand, Christine B.	241	Main St.	Computer Programmer
Fall, Carl P.	29	Wilson St.	Financial Administrator
Fannon, James J.	12	Sandra Lane	Unemployed
Faucette, Patrick J., Jr.	157	Salem St.	Telephone Foreman
Fitzgerald, William F.	134	Pearl St.	Sheet Metal Worker
Flagg, Peter H.	51	Putnam Rd.	Salesman
Fleming, Daniel W.	31	Green St.	Insurance
Fontaine, Roland J.	89	Granite St.	Self employed
Franzone, Joseph	13	Browning Terrace	Jr. Civil Engineer
Frazer, Pauline E.	29	Laurel Lane	Homemaker
Furilla, Edmund C.	31	Audubon Rd.	Sr. Business Sys. Analyst
Gallagher, William	351	Lowell St.	Office Manager & Treasurer
Gallella, James F.	104	Ash St.	Class A Molder
Gardiner, Donald E.	35	Sunnyside Ave.	Manager, Inventory
Garnett, Richard E.	84	Green St.	Electronic Test Tech.
Gatto, Vincent J.	11	Melbourne Ave.	District Manager
Gildea, James J., Jr.	233	Haverhill St.	Tax Accountant
Glennon, William R.	938	Main St.	Journeyman Electrician
Golon, Patricia N.	140	Green St.	Tray Aide
Greenleaf, Alfred L.	14	Federal St.	Mechanic
Groh, Thomas J.	76	Batchelder Rd.	Truck Driver
Guide, Thomas J., Jr.	14	Rustic Lane	Car Dealer — Unemployed
Gunn, Chester P.	237	Franklin St.	Staff Supervisor
Gustafson, Gladys V.	12	Margaret Rd.	Telephone Operator

Hackett, Joseph T.	217 Lowell St.	Accountant
Hagerty, Mary E.	119 Summer Ave.	Homemaker
Haley, Grace M.	14 John St.	Part-time Secretary
Hall, William H.	99 Beacon St.	Contractor
Harrington, Vincent J.	85 Middlesex Ave.	Wholesale Milk Driver
Hartley, Marion G.	139 Washington St.	Hairstylist
Hartley, Russell E.	139 Washington St.	Shipper
Harvey, William A.	186 County Rd.	Mechanical Specialist
Hebert Raymond J.	118 Willow St.	Engineer
Herook, John T.	29 Glen Rd.	Service Man
Herzog, William F.	14 Shady Hill Lane	Engineer
Hinds, Norman C.	169 Green St.	Numismatist
Hines, James J.	99 Oak St.	Quality Assur. Specialist
Hodsdon, Roy C., Jr.	26 Knollwood Rd.	Telephone Installer
Hogan, Maryellen E.	83 Fulton St.	Nurses Aide
Holden, Robert E.	253 Haven St.	Carpenter
Holleran, Edward P.	186 Lowell St.	Claims Manager
Horton, Kenneth G.	201 Main St.	Purveyor (Treasurer)
Howe, George S.	25 Selfridge Rd.	Retired
Hubbard, Paul V.	7 Pilgrim Rd.	Head Custodian
Hutchinson, Howard W.	271 South St.	Product Engineer
Hutt, Henrietta B.	31 Grove St.	Bookkeeper
Imhoff, Anne M.	39 Line Rd.	Publishing
Jewett, Philip L.	23 George St.	Carpenter
Johnson, Edward J.	729 Haverhill St.	Retired
Johnson, Frank E., III	14 Bear Hill Rd.	Meter Reader
Johnson, Marcia L.	10 Sylvan Rd.	Unemployed
Johnson, Violette J.	729 Haverhill St.	Bookkeeper
Kaczeus, Steven L.	6051 Summer Ave.	Mechanical Engineer
Kaleta, Stephen J.	4 Overlook Rd.	Retired
Kane, James M.	30 Winthrop Ave.	Union President
Kapitan, John J.	246 Walnut St.	Unemployed
Kasper, Francis J. Jr.	76 Willage St.	Supervisor
Kelmon, Mildred E.	213 South St.	Homemaker
Kimball, Harvey R.	98 Spruce Rd.	Sales Manager
King, Kenneth R.	128 Bancroft Ave.	Warehouse Worker
Lawlor, Robert F.	88 Sturges Rd.	Production Controller
Leder, Erwin K.	201 Forest St.	Aircraft Mechanic
Leighty, Gwen L.	11 Lakeview Ave.	Student Nurse
Lewis, Daniel	530 West St.	Building Manager
Lindquist, Richard T.	975 Main St.	Engineer
Lindstrom, Carolyn L.	18 Henzie St.	Cafeteria Worker
Liotine, Marie	599 Summer Ave.	Error Adjustment Clerk
LoConte, Michael T.	8 Ridge Rd.	Manager
Locke, Lloyd W., III	236 Walnut St.	Service Tech.
Lydstone, William T., Jr.	70 Oak Ridge Rd.	Salesman & Treasurer

MacKilligan, Howard J.	526	Franklin St.	Banker
Maddalena, Paul K.	14	B Street	Engineering Aide
Mahoney, Kevin T.	8	Greenwood Rd.	Student
Malcom, John C.	139	Woburn St.	Telephone Repairman
Manchester, William G.	145	High St.	Personnel Manager
Maria, Jennie M.	29	Belmont St.	Housewife
Maroney, David J.	272	West St.	Product Manager
Mattogna, Mary	88	Timberneck Dr.	Housewife
McCarthy, Charles E.	43	Woodland St.	Salesman
McCauley, William D., Jr.	31	Green St.	Civil Engineer
McDermott, Francis M.	601	Haverhill St.	Shipping Clerk
McDonald, Charles J., Jr.	41	Canterbury Dr.	Purchasing Manager
McFadden, John N.	75	John Carver Rd.	Banker
McFarland, Linda H.	2	Maple St.	Legal Secretary
McKenna, Sandra C.	26	Curtis St.	Bank Teller
McNeil, Vincent G.	329	Ash St.	Electronic Component Eng.
Meuse, Alice K.	97	Highland St.	Housewife
Milne, Myrtle A.	10	Colburn Rd.	Manager
Moreno, Elizabeth E.	61	Washington St.	Executive Secretary
Morini, June A.	6051	Summer Ave.	Systems Engineer
Morley, John	17	Glen Rd.	Engineer
Murphy, Walter J.	57	Border Rd.	Letter Carrier
Muse, Thomas W.	142	Wakefield St.	Carpenter
Nigro, Agnes J.	77	Sturges Rd.	Tester
Nola, Joseph T.	10	Red Gate Lane	President
Nunziato, Norma L.	45	Edgemont Ave.	Hairdresser
O'Brien, Robert E.	71	Locust St.	Letter Carrier
Olsen, Susan P.	216	Summer Ave.	Secretary
Orton, Sidney F.	10	Lawrence Rd.	Meat Cutter
Patterson, John M.	35	Prospect St.	Vice-President
Perry, Florence M.	43	John Carver Rd.	Secretary-Bookkeeper
Peters, Agnes R.,	259	Haven St.	Executive Secretary
Peterson Louise C.	41	Longwood Rd.	Production Inspector
Phillips, Josiah C., Jr.	40	Glenmere Circle	Salesman
Piani, A. Brian	77	Middlesex Ave.	Assistant Controller
Potter, Thomas E.	62	Tennyson Rd.	Union Carpenter
Quinn, Harold S.	1230	Main St.	Night Custodian
Regazzini, Robert G.	104	Scotland Rd.	Contractor
Rideout, John G.	68	Hopkins St.	Drafting Supervisor
Ripa, Thomas J.	275	Haven St.	Data Technician
Robertson, Ann	124	Timberneck Dr.	Secretary
Robichaud, Joseph W.	15	Libby Ave.	Design Draftsman
Rose, Deborah M.	8	Pratt St.	Student Nurse
Rotondi, Lillian A.	27	West Hill Circle	Secretary

Schuman, Walter J.	301 Franklin St.	Controller
Scoppettuolo, Eugene G.	35 Pitman Dr.	Electrician
Shediac, Theodore	63 Pine Ridge Rd.	Assistant Vice-President
Smith, Barbara S.	54 Temple St.	Customer Service
Smith, David W.	100 Libby Ave.	Mason Tender
Smith, Dawn	927 Main St.	Unemployed
Smith, Edward B.	483 Franklin St.	Manager
Smith, Kenneth B.	292 West St.	Painter
Smith, Susan G.	Student	
Stinchfield, Betty M.	37 Prescott St.	Merchant
Sullivan, Jacqueline A.	832 Main St.	Housewife
Sullivan, Maureen	112 Summer Ave.	Student
Surette, John M.	13 Washington St.	Warehouse Worker
Swanson, Harold W.	29 Juniper Circle	Machine Maintenance
Swenson, Donald H.	21 Harrison St.	Unemployed
Taylor, Geraldine M.	2 Gilmore Ave.	Cashier
Tompkins, Milton B.	11 Chestnut Rd.	Machinist
Trainor, Carol F.	3 Lakeview Ave.	Senior Clerk
Twombly, Gerald F.	140 Willow St.	Low Voltage Tech.
Twombly, Leroy W.	140 Willow St.	Trainmaster
Varney, Geraldine	64 Village St.	Housewife
Venditti, Anthony F.	7 Springvale Rd.	Crew Dispatcher
Vinci, Cheryl M.	12 Scout Hill Lane	Unemployed
Vitale, James	19 Fairview Ave.	Self-Emp. (Shoe Repair)
Walden, Donna J.	18 Elm St.—Rear	Telephone Operator
Warren, Rosemary A.	35 Hancock St.	Research Assistant
Welcome, Francis W.	689 Haverhill St.	Telephone Co. Testman
Wells, Gertrude S.	435 Franklin St.	Editor
Whalen, John J.	28 Chestnut Rd.	Foreman
White, Anne K.	40 Vine St.	Personnel Clerk
White, Robert E.	10 Gould St.	Sr. Financial Analyst
Whitney, Roger G.	15 Village St.	Maintenance Mechanic
Wlliams, Richard E., Jr.	74 Red Gate Lane	Student
Wilmot, Donald E.	129 Grove St.	Supervisor of Cust. Accts.
Wyatt, Harold W.	636 Pearl St.	Real Estate Broker
Yirrell, Patricia A.	62 Martin Rd.	Housewife

Report of the Town Clerk

During the period of January 1, 1975, to December 31, 1975, the following Vital Statistics were recorded in this office:

Births	252
Deaths	149
Marriages	295

Also, during this period a total of 1,839 dog licenses were issued as follows:

Male Dogs	877
Spayed Female Dogs	809
Female Dogs	145
Kennels	8
	1,839

A total of 736 Fish and Game Licenses were issued during the year 1975.

A total of $16,728.25 in receipts were collected and turned over to the Town during this time period.

The microfilming project which commenced three years ago is mostly completed, with approximately 70,000 frames now on microfilm. There is a small quantity, approximately 8,000 frames, remaining. This will be completed during the year of 1976, leaving only minor annual maintenance which will include the filming of the vital statistics for the present year. This is a project which was long overdue, and which we are now happy to say is about complete.

Space for maintenance and operation of the Election and Registration activities of the town is more critical than ever. With eight precincts, considerably more supplies and equipment, and greater demands than ever on this office, our available space has dwindled. This is a serious problem which I wish to bring to the attention of our citizens. The condition becomes more grave with each passing year as our town and our responsibilities grow. This problem has been brought to the attention of responsible town officials on numerous occasions, only to have them turn their backs and totally ignore the impending impact upon our election system.

The year 1976 will see a very busy period, with four elections scheduled.

The redistricting has been completed. There are now 8 precincts within the town, with approximately 3,000 inhabitants in each precinct. This was a tremendous task, which required a great deal more effort than anticipated.

A State Census, required by the 1975 Legislature, was completed for all inhabitants residing in the town as of March 1st, 1975. This was in addition to the regular census conducted in January, 1975.

The workload for the year 1975 was tremendous, and 1976, with an early presidential primary election, proves to be even busier. The request for one more full time employee in this office is a 'must' this year. It is our intention to request that one of our part time employees be extended to a full time employee.

Once again, we wish to thank all of the town agencies who have supported us in our tasks during this year. Without their help, the accomplishment of these tasks would have been a great deal more difficult.

LAWRENCE DREW
Town Clerk

NOTICE TO PARENTS, HOUSEWIVES, PHYSICIANS AND MIDWIVES

Your attention is called to the sections below taken from the revised laws. Blank forms for return of birth may be obtained from the Town Clerk.

GENERAL LAWS, CHAP. 46, SEC. 3
(TERCENTENARY EDITION)
(AS AMENDED BY CHAPTER 326, SECTION 1, ACTS OF 1939)

Every physician, or hospital medical officer registered under section nine of chapter one hundred and twelve, in this chapter called officer, shall keep a record of the birth of every child in cases which he was in charge showing date and place of birth, the name, if any, of the child, its sex and color, the name, age, birthplace, occupation and residence (including the street number, if any, and the ward number if in a city) of

each parent, the maiden name of the mother and the name of the phsician or officer if any, personally attending the birth. If the child is illegitimate, the name of and other facts relating to the father shall not be set forth except upon written request of both the father and mother; provided that if an illegitimate child shall have become legitimate by the intermarriage of his parents and the acknowledgement of his father, as provided in section seven of chapter one hundred and ninety, prior to the mailing or delivery of any report herein required such report shall read in all respects, as if such child had been born to such parents in lawful wedlock. Said physician or officer shall, within fifteen days after such birth, mail or deliver to the clerk or registrar of the town where such birth occurred, a report stating the facts herein above required to be shown on said record and also the said written request, if any; provided that if said report is not so made within forty-eight hours after such birth, said physician, or officer shall, within said forty-eight hours mail or deliver to said clerk or registrar a notice stating the date and place of the birth, the street number, if any, the ward number if in a city, and the family name. Upon presentation to him of a certificate of the town clerk stating that any such birth has been duly reported, the town treasurer shall pay to such physician or officer a fee of twenty-five cents for each birth so reported. Any physician or any such officer violating any provision of this section shall forfeit not more than twenty-five dollars. The said town clerk or registrar shall file daily with the local board of health, a list of all births reported to him, showing, as to each, the date of birth, sex, color, family name, residence, ward and physician or officer in charge.

Within sixty days after the date of the birth of any child born in the commonwealth with visible congenital deformities, or any condition apparently acquired at birth, which may lead to crippling, the physician in attendance upon said births shall prepare upon a form provided by the state department of public health and file with the clerk of the town where such birth occurred, a report setting forth such visible congenital deformity, or any condition apparently acquired at birth which may lead to crippling.

Said clerk shall transmit forthwith to said department such supplementary report of such births. The contents of such report shall be solely for the use of said department in connection with its functions relative to crippled children, and such report shall not be open to public inspection or constitute a public record.

GENERAL LAWS, CHAP. 46, SEC. 6

Parents within forty days after the birth of a child, and every householder, within forty days after a birth in his home, shall cause notice thereof to be given to the clerk of the town where such child is born.

GENERAL LAWS, CHAPTER III

Sections 110 and 111 require physicians, registered hospitals, medical officers, nurses or other attendants to report at once to the local board of health, every child one or both of whose eyes become inflamed, swollen and red and show an unnatural discharge within two weeks, after birth.

Annual Town Election

April 14, 1975

Pursuant to the Warrant and the Constable's Return thereon, a Town Election was held at the time and places specified in the Warrant and was called to order by the Wardens in the precincts as follows:

Precinct 1	J. Warren Killam School	Henry A. Murphy, Jr.
Precinct 2	Joshua Eaton School	Russell H. Stone, Jr.
Precinct 3	Community Center	Edward P. Cameron
Precinct 4	Memorial High School	Kenneth C. Latham

who then partially read the Warrant, when on motion of Florence E. Campbell, Joseph P. Riemer, Ann Cusato and John F. Cronin in Precincts 1, 2, 3 and 4 respectively, it was voted to dispense with the further reading of the Warrant, except the Constable's Return, which was then read by the Wardens in charge.

The ballot boxes were examined by the Wardens in charge and each found to be empty and all registered 000.

The polls were then declared open at 8:00 A.M. and were closed at 7:00 P.M. with the following results:

	Prec 1	Prec 2	Prec 3	Prec 4	Totals
MODERATOR for one year — Vote for One					
Kenneth C. Latham	423	599	430	612	2064
Blanks	83	125	96	109	413
Total	506	724	526	721	2477
TOWN CLERK for three years — Vote for One					
Lawrence Drew	429	606	435	590	2060
Blanks	77	118	91	131	417
Total	506	724	526	721	2477

SELECTMAN for three years — Vote for One

Richard J. Ogden	404	568	429	556	1957
Blanks	102	156	97	165	520
Total	506	724	526	721	2477

BOARD OF PUBLIC WORKS for three years — Vote for Not More Than Two

Lawrence R. Blood	361	522	380	520	1783
Alexander T. Botka	302	392	298	395	1387
Francis J. Roche	145	226	156	216	743
Blanks	204	308	218	311	1041
Total	1012	1448	1052	1442	4954

SCHOOL COMMITTEE for three years — Vote for Not More Than Two

W. Bruce MacDonald	250	461	312	391	1414
John K. Crosby	109	171	119	154	553
Leo C. Downing, Jr.	72	61	66	86	285
Mary Jolene Guerra	295	382	262	358	1297
Paul C. Morris	65	80	74	153	372
Russell S. Stein	59	117	77	93	346
Blanks	162	176	142	207	687
Total	1012	1448	1052	1442	4954

BOARD OF ASSESSORS for three years — Vote for One

Robert I. Nordstrand	400	563	418	585	1966
Blanks	106	161	108	136	511
Total	506	724	526	721	2477

PLANNING BOARD for three years — Vote for One

Joseph C. Sturm	381	529	383	522	1815
Blanks	125	195	143	199	662
Total	506	724	526	721	2477

PLANNING BOARD for two years — Vote for One

George V. Hines	366	515	379	512	1772
Blanks	140	209	147	209	705
Total	506	724	526	721	2477

PLANNING BOARD for one year — Vote for One

Maureen T. O'Brien	376	534	395	528	1833
Blanks	130	190	131	193	644
Total	506	724	526	721	2477

MUNICIPAL LIGHT BOARD for three years — Vote for One

John H. Crooker	374	527	401	535	1837
Blanks	132	197	125	186	640
Total	506	724	526	721	2477

MUNICIPAL LIGHT BOARD for one year — Vote for One

Allan E. Ames	71	199	123	134	527
W. Robert Keating	96	246	123	118	583
Donald C. Mitchell	132	132	143	220	627
Lawrence W. Wheeler	125	47	66	129	367
Blanks	82	100	71	120	373
Total	506	724	526	721	2477

BOARD OF HEALTH for three years — Vote for One

Mary Polychrones	306	366	268	377	1317
Marion S. Rudolph	154	261	203	256	874
Blanks	46	97	55	88	286
Total	506	724	526	721	2477

BOARD OF HEALTH for one year — Vote for One

John D. Cafazzo	188	260	209	323	980
Gerald L. MacDonald	216	274	183	238	911
Blanks	102	190	134	160	586
Total	506	724	526	721	2477

HOUSING AUTHORITY for five years — Vote for One

Philip R. White, Jr.	390	543	416	550	1899
Blanks	116	181	110	171	578
Total	506	724	526	721	2477

HOUSING AUTHORITY for four years — Vote for One

Richard S. Dempster	368	516	382	520	1786
Blanks	138	208	144	201	691
Total	506	724	526	721	2477

BOARD OF LIBRARY TRUSTEES for three years — Vote for Not More Than Two

Robert J. Fields	364	522	396	525	1807
George M. Richards	375	496	385	533	1789
Blanks	273	430	271	384	1358
Total	1012	1448	1052	1442	4954

BOARD OF CEMETERY TRUSTEES for three years — Vote for Not More Than Two

Edouard N. Dube	365	541	409	532	1847
Clifford P. Wadman	375	490	379	511	1755
Blanks	272	417	264	399	1352
Total	1012	1448	1052	1442	4954

CONSTABLE for three years — Vote for Not More Than Two

Sally M. Hoyt	333	471	347	453	1604
William J. Hughes, Jr.	107	134	102	173	516
Lloyd W. Locke	104	196	134	169	603
Frances K. Longo	62	67	50	77	256
Bernard R. Silva	49	57	44	84	234
Albert L. Stewart	120	187	127	144	578
Blanks	237	336	248	342	1163
Total	1012	1448	1052	1442	4954

CHARTER COMMISSION — Vote for Not More Than Nine
(Whether or Not You Favor Election of A Charter Commission)

Jack G. Cairl	234	392	255	322	1203
Francis H. Doughty	279	414	305	368	1366
Robert W. Foley	231	351	222	302	1106
Sandra E. Gray	269	402	295	370	1336
Theo M. Johnson	265	374	259	373	1271
Roger W. Moore	234	276	246	324	1080
William F. Smith	246	364	241	316	1167
Patricia J. Swain	226	349	240	277	1092

George A. Theophanis	228	400	247	304	1179
Corliss T. Van Horn	241	349	240	329	1159
Donald R. Walker	264	421	278	366	1329
Blanks	1837	2424	1906	2838	9005
Total	4554	6516	4734	6489	22293

QUESTION 1.

Shall licenses be granted in this town for the operation, holding or conducting a game commonly called Beano?

Yes	302	384	291	373	1350
No	173	292	189	303	957
Blanks	31	48	46	45	170
Total	506	724	526	721	2477

QUESTION 2.

Shall a commission be elected to frame a Charter for the Town of Reading?

Yes	305	489	339	411	1544
No	147	162	115	219	643
Blanks	54	73	72	91	290
Total	506	724	526	721	2477

QUESTION 3.

Shall the Town, in addition to the payment of 50 per cent of a premium for contributory group life and health insurance for employees in the service of the Town and their dependents, pay a subsidiary or additional rate?

Yes	201	172	169	241	783
No	275	474	295	427	1471
Blanks	30	78	62	53	223
Total	506	724	526	721	2477

PRECINCT 1

TOWN MEETING MEMBERS for three years — Vote for Not More Than Seventeen

Anthony V. Bastiani	209
Carl A. Beaulieu	264
Charles W. Chisholm	223
Nancy E. Elgart	254
Thomas F. Galvin	194
Eleanor K. Higgott	183
Milton F. Iwen	194
Lawrence J. O'Keefe	222
Harold M. Patterson	228
Robert H. Soli	188
Charlotte G. Thompson	205
Donald L. Wood	243
Kevin P. Cignetti	193
John W. Faria	192
Thomas F. McGrail, Jr.	209
Robert M. Neely	198
Gail F. Wood	221
Blanks	4982
Total	8602

TOWN MEETING MEMBER for two years — Vote for Not More Than Three

Frank C. Graupner	287
Anthony L. Rickley	278
William A. Syer	270
Blanks	683
Total	1518

PRECINCT 2

TOWN MEETING MEMBERS for three years — Vote for Not More Than Seventeen

Carl H. Amon, Jr.	355
Robert B. Carlson	255
George W. Cochrane, 3rd	288
Elia Ann Dangelmaier	272
Alfred T. Doughty	362

Paul C. Dustin	323
Myrna R. Jones	306
Barbara A. Kelliher	324
Robert E. Lautzenheiser	277
William E. Locke	289
John G. Moore	286
John W. Price	279
Malcolm E. Reed	286
Donald S. Swain	268
Theodore R. Watson	303
Malcolm S. White, Jr.	318
Ronald A. Winslow	354
Allan E. Ames	231
William F. Smith	213
Martha L. Stewart	191
Judy A. Strout	178
Richard L. Sullivan	207
Roberta M. Sullivan	208
John J. Upton	187
Blanks	5748
Total	12308

TOWN MEETING MEMBER for one year — Vote for One

W. Robert Keating	331
Muriel E. Weldon	149
Blanks	244
Total	724

PRECINCT 3

TOWN MEETING MEMBERS for three years — Vote for Not More Than Seventeen

David E. Beede	222
Donald C. Dolben	281
Francis H. Doughty	285
Sandra E. Gray	258
Duane B. Heineck	255
Melvin E. Jones	209
Lawrence F. McHugh	241
Harry F. McRell, Jr.	240
John B. Pacino	250

John P. Perry	215
Catherine A. Quimby	245
Philip R. White, Jr.	247
Francis L. Breen	193
Francis Michael Keane	209
Sandra J. Trainor	242
James R. Valentine	226
Diane K. Haynes	1
Patricia L. Keane	1
Daniel W. Trainor	1
Blanks	5121
Total	8942

PRECINCT 4

TOWN MEETING MEMBERS for three years — Vote for Not More than Seventeen

Dorothy M. Anderson	314
Douglass L. Barker	260
Ruth E. Berry	281
Lawrence R. Blood	324
Roland J. Boyd, Jr.	279
Russell E. Carter	310
Douglas A. Cowell	264
George C. Cox	238
John H. Crooker	306
Myles L. Lamson, Jr.	240
George A. Luther	256
Jean M. MacKilligan	325
Robert I. Nordstrand	375
George M. Richards	242
C. Dewey Smith	342
John W. Alden, Jr.	208
Alexander T. Botka	274
Rheta J. McKinley	193
Donald C. Mitchell	262
Robert S. Parsons	170
Marion S. Rudolph	215
Bruce C. Van Horn	243
Blanks	6336
Total	12257

TOWN MEETING MEMBER for two years — Vote for One

Francis T. Walsh	429
Blanks	292
Total	721

TOWN MEETING MEMBERS for one year — Vote for Not More Than Two

Erich G. Brouady	382
Lynn G. Stasz	403
Blanks	657
Total	1442

The polls were closed at 7:00 P.M. with the following results:

Whole number of votes cast 2,477.

The votes were declared in Open Town Meeting, sealed in ballot envelopes and transmitted to the Town Clerk to be placed in the vault for safe keeping.

Voted to adjourn 9:00 P.M., April 14, 1975.

A true record. Attest:

LAWRENCE DREW
Town Clerk

Annual Town Meeting

May 5, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P.M.

The invocation was given by Rev. P. Reidar Lindland of the First Baptist Church, followed by the Pledge of Allegiance to the Flag.

The Warrant was partially read by the Town Clerk, when on motion of Robert S. Cummings, it was voted to dispense with further reading of the Warrant, except the Constable's Return, which was then read by the Town Clerk.

The newly elected Town Meeting Members were sworn in by the Moderator.

ARTICLE 2. The following report was read by Robert S. Cummings for the Board of Selectmen:

INFORMATION OF THE STATE OF THE TOWN

It has been suggested that the by-law change made last fall is intended to require the selectmen to hand to each town meeting member a copy of the town report. While we commend the reading of that report to you, we assume that something more is wished of us and, in fact, what is expected is more than a summary of the annual report. Accordingly, what we propose to present is as brief a statement as possible of the present strengths of our community and its major problems as viewed from the office of selectman.

Since this is the first occasion upon which the selectmen have been required to convey this information, it might be useful to comment on what we perceive to be the personality of the patient prior to our diagnosis as to the state of his health. Reading is relatively small in land mass consisting of only ten square miles. Our population stands at about 23,500 and we are placed sixtieth in size among the 351 municipalities of the commonwealth. The town is not increasing in population as rapidly as had been predicted. Ten years ago forecasts were being made of an increase to 30,000 which would have been an increase of over 50%. In fact, growth from the 1960's has been only about 17%. A perhaps more significant figure, since it relates more closely to adult population, is that

our registered voters have increased only 6% in the past ten years, even including additional voters registered with the lowering of the voting age. With the drop in the birth rate, the state of our national economy and the limited land available, we are justified in assuming that our population will remain relatively static in at least the immediate future. Reading is a commuter or bedroom town with the bulk of its working population employed either in Boston or in the Route 128 area. Better than 90% of our residential property is comprised of single family homes. With the limitation of available space, there is little likelihood of substantial commercial development so that we undoubtedly will remain as a residential community. Surveys indicate that our average family income is slightly above a middle income level. Since Reading is a small residential community of predominantly middle income citizens with a relatively static population, it is not surprising that the town tends to be conservative. This conservatism is not necessarily political in nature, but is more reflected in the way town affairs are managed. Typically, we carefully consider any new programs before they are adopted and deliberately weigh any additional costs of government before they are incurred.

Town meeting serves in part as a forum for criticism. Our annual report allows us to look briefly at ourselves from a positive aspect and as such is a good idea in that it allows us to commence our annual meeting with some sense of perspective. There are a large number of attributes which we possess as a community, and it is difficult to single out but a few. We feel, however, that there are three principle assets of Reading which are most appropriate to note.

Possibly the greatest asset we have is the traditional high quality of those persons who serve the town. As selectmen we come in contact with most of those engaged in the business of town government and with many of the town employees. We also have the opportunity to observe those in similar capacities in other municipalities so that we do have a standard of comparison. There are several categories of persons serving the town: Paid employees; career department heads; compensated elective officials and elected and appointed volunteers. We believe that no other community is better served than is ours and that Reading has been unusually fortunate in its ability to attract talented and dedicated people to serve in each of these categories. We are pleased to report that newer people who are assuming positions in government and as town employees have abilities and a sense of dedication equal to their predecessors. In order to be able to continue to function as a government and to continue to return full value to the citizen for his tax dollar we must continue to attract capable people to government.

A second asset of the town is its willingness to accept change and

constantly challenge existing institutions. The essential conservatism of the town is reflected in the extended time frame within which many changes take place. Historically, however, our government structure has been dynamic and has undergone constant change in response to the pressures of the community. In recent years, there has hardly been a period when a committee or consultant has not been reviewing some facet of town government. The most recent is the Government Study Committee, appointed by this body, which saw its recommendation of the creation of a charter study commission accepted by the voters last month. Regardless of the outcome of the charter study, the attention which will be focused on government is healthy and can only result in benefitting us all.

A third asset is created by the interaction of governmental and non-governmental organizations to make available to our citizens a myriad of recreational and cultural activities. As is the success of government dependent upon those individuals engaged in governing, so are these programs dependent upon the efforts of the dedicated citizens who organize and run them. Organized athletic programs and facilities are available to youth and to adult, active organizations provide us with theatrical and musical programs, a symphony orchestra and an art association. Other associations, organizations and groups provide a wide variety of community activities to be enjoyed by all from the very young to the elderly.

Many of these programs are carried on with the cooperation of town government particularly with respect to the use of town property but with no direct financial assistance from government. It is most gratifying to find programs offering such value to such a large segment of the town by organizations which do not look to the tax levy for support.

Turning to the liability side of the balance sheet, there are, of course, a number of problems which we face in 1975. The greatest is undoubtedly that brought about by the state of our national economy. Inflation has driven the cost of government up as it has eroded the taxpayer's ability to sustain the burden of government. At the same time many of our citizens have suffered from a loss of employment or a drop in income. Unemployment figures for Reading have run about two percent lower than those of the Greater Boston area so that we are more fortunate than many of our neighbors, but our unemployment probably exceeds 8%, a serious level. We have reacted to the unemployment problem by actively participating in federally funded programs to provide employment for out-of-work citizens of the town. Beyond this there is little town government can do to lighten the burden of unemployment. Consistent with our duties as town representatives, committed to maintain stan-

dards of public education, health, welfare and safety, we must continue to make every effort to keep our tax rate at the lowest possible level. Fortunately, Reading has a good record in this area. In the past, real estate taxes which did not exceed three percent of the fair market value of property were thought by real estate experts to be reasonable and a sign of fiscal health in a community. Today, this figure would be undoubtedly higher. Estimates are that on an equalized basis the present tax rate in Reading would result in annual taxes of about three and one half percent of fair market value on real estate within the Town. This is lower than most of the surrounding communities. For instance, Wakefield is estimated to be taxed at a rate of about 4.0% of fair value, Winchester at 4.3%, and Stoneham at 3.9%. North Reading is only one-tenth of one percent higher than Reading while Lynnfield is about 2/10ths of a percent lower. Our record is one of careful financial management in the past and we must continue it into the future.

A second area of concern and one common throughout our nation is that created by a growing lack of civic responsibility. This lack of consideration for our neighbors manifests itself by vandalism, often committed by young people whose parents are unwilling or unable to attempt to supervise them, by persons who ignore our traffic regulations, by those who are oblivious to the need for animal control and by those whose conduct is otherwise offensive to the community. Such conduct has forced us to enact additional by-laws and to spend considerable amounts in law enforcement and in property protection and repair. Yet the passage of laws is not the solution. We can only hope that the pressures from within the community will be felt and responded to by the relatively few citizens whose lack of concern results in so many annoying problems.

A third area is that concerning municipal planning. As a town we have an outstanding record in many areas of planning. The creation of our Birch Meadow complex and the establishment of a town forest and other conservation areas before environmental concerns became popular are tributes to the foresight of past planners. There is the danger, however, that economic pressures may result in a neglect of necessary planning for the future. As our available land diminishes more pressures will be placed upon us concerning land use. The interests of the town will be better served by careful planning than by reaction on an ad hoc basis to each problem as it is presented. We must continue to plan for traffic control, limited commercial development, public transportation, housing and municipal buildings, all areas where some efforts are presently taking place. The severe economic problems of the present may force the postponement of the implementation of some of our future plans but should not delay the planning itself.

Lastly, a growing problem is that of apathy towards government. The low voter turnout for local elections is not unusual and historically has come to be expected. It may seem surprising that presidential elections have in the past attracted a better than 90% vote while local elections seldom have drawn more than a third of the registered voters to the polls, but this has almost always been true in Reading. What is alarming is the lack of competition for town office. In some precincts there have been barely enough candidates to fill available town meeting seats and we have recently seen town offices almost left vacant for lack of a candidate. Most recently a growing number of candidates have run unopposed for major town office even including non-incumbent candidates for the office of selectman. One may speculate endlessly on the reasons for this growing lack of concern for the governing of the town. There are no readily identifiable reasons nor simple solutions to this problem and those of us in government must continually strive to encourage participation by our citizens in the work of the town. Hopefully the redistricting of the town, presently pending before the state legislature will create renewed interest in town meeting membership and the attention focused on the organization of government by the charter study committee will create a renewed interest in local politics. Although the quality of those in government has not dropped it must inevitably do so if our citizens remain apathetic. Without a continuing commitment to the work of the town by interested and informed citizens town government as we now know it cannot survive.

Commenting on the bicentennial year, Mr. Cummings read the following pledges which were read at the Ceremonial Town Meeting in Lexington, Massachusetts, on April 20, 1975, as part of the rededication of the Lexington Common:

The 1773 Pledge

We trust in God, that should the state of our affairs require it, we shall be ready to sacrefice our estates and every thing dear in life, yea, and life itself, in support of the common cause.

The 1975 Pledge

We are deeply appreciative of the sacrefices our forefathers made, on April 19, 1775, when by their actions they dedicated this Common as the Birthplace of American Liberty. As an expression of that appreciation, we, the citizens of Lexington, in 1975, rededicate our Common, and ourselves, to the Common Cause of American Liberty.

We pledge ourselves to respect the rights of others, so that we may enjoy individual freedom;

We pledge ourselves to participate as informed citizens, so that we may preserve truly democratic government;

We pledge ourselves to recognize both the sovereignty and the world-wide inter-dependence of all nations, so that our nation may continue to be free and independent and progress toward a united world.

This report was accepted as a report of progress.

ARTICLE 2. Moved by Malcolm S. White, Jr. that Town Meeting be postponed until union wage negotiations are completed and final figures are available.

This motion did not carry.

ARTICLE 2. The following report was read by Curt E. Nitzsche for the Planning Board:

At the March 1974 Reading Town Meeting, funding was appropriated to engage a planning consultant to study and prepare a report to the Town on the impact of possible future MBTA development and dump-site reuse options. This money was to be expended under the direction of the Planning Board. Consequently, on August 5, 1974, the consulting firm of Sasaki Associates of Watertown, Mass. was selected from a field of three (3) firms interviewed by the Planning Board to perform the study.

On August 19, 1974 the MBTA requested that the Reading Board of Selectmen appoint a Town Working Committee to work with the MBTA on transit expansion to Reading. The Selectmen in turn appointed the Planning Board as the official representative of the Town. The Planning Board subsequently requested a member from the Board of Public Works, Conservation Commission, League of Women Voters and the Reading Residents Council on Transportation to serve on the Town Working Committee with the Planning Board.

The Town Working Committee's task is to provide the Town and the MBTA with recommendations as to the mode of transit service and terminal location which would best serve the community.

At this time the MBTA's own studies are imcomplete and not all of the information necessary to make a detailed response is available. We believe, however, that there is sufficient information to make preliminary

recommendations. These recommendations are based on the inventory and analysis of available data, interviews with Town officials, technical work sessions with the MBTA, extensive contact with interested citizens and community groups and, of course, incorporates the work of Sasaki Associates. The following recommendations may be revised as additional data becomes available.

1. Terminus Location

The Working Committee recommends that the Orange Line Extension terminate at Route 128 on the Reading — Wakefield line with appropriate feeder service for the Town residents. We have concluded that the adverse impacts of either a Reading Center or I-93 terminus location far outweigh the positive aspects associated with transit service through the Town.

The I-93 Lowell Street terminus alternative is considered to be undesirable because of its potential negative impact upon the Revay Brook and One Hundred Acre Meadow well fields, which serve as the Town's water supply. The Reading Center terminus option would substantially increase traffic congestion, safety hazards and parking problems.

It is important to note, however, that the Working committee unanimously supports the concept of grade separation at **all** crossing in the event the MBTA elects to extend the Orange Line beyond Route 128.

2. Mode Selection

It is the opinion of the Working Committee that if the Route 128 site is chosen as the Orange Line terminus, the mode selection is only of general interest to the Town. In the event the MBTA selects the I-93 site as the terminus the Working Committee concluded that a **fully grade separated** system is mandatory.

3. Town Traffic Study

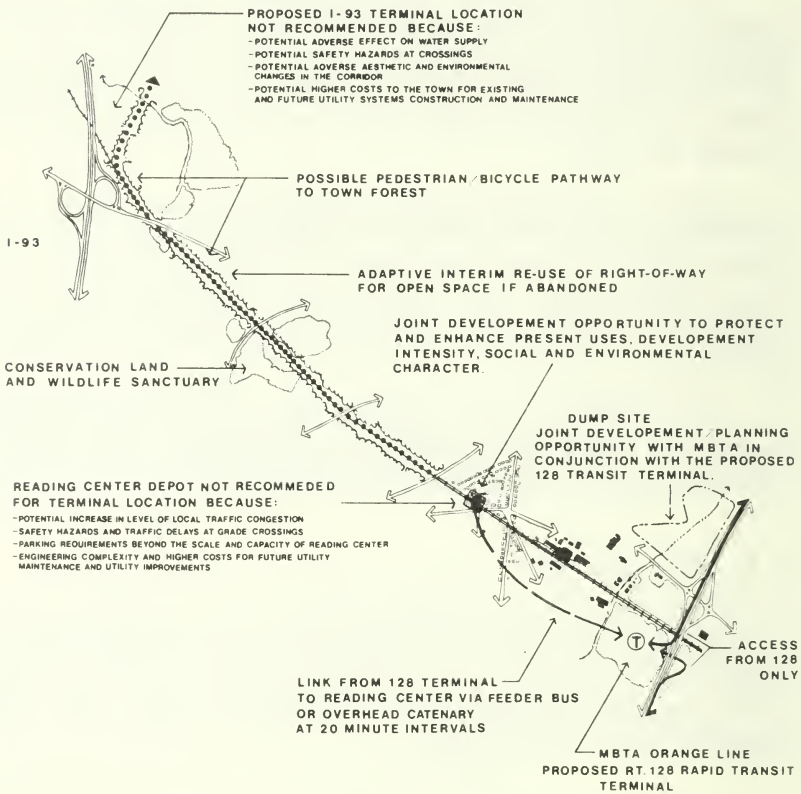
The Working Committee recommends that after the selection of the Orange Line terminus, the Town consider a traffic flow and parking study to deal with the current and anticipated traffic problems.

4. Joint Development Opportunities

The Working Committee recommends that the Planning Board explore the availability of funds from the MBTA for joint-development of areas surrounding the Orange Line terminus.

(See MBTA Corridor Evaluation, Sasaki Associates, Inc. attached)

This report was accepted as a report of progress.



COMPREHENSIVE PLAN STUDIES
READING, MASSACHUSETTS

RECOMMENDATIONS

MBTA CORRIDOR EVALUATION

ARTICLE 2. The following report was read by Curt E. Nitzsche for the Planning Board:

SUMMARY AND RECOMMENDATIONS

Based on the inventory and analysis of extensive data, interviews with relevant town officials, planning and engineering analysis and review input from the Planning Board, the following recommendations for re-use of the dump site are submitted to the Planning Board:

Development Policy

The Reading dump site should be considered as a **long term resource** because of its location and because it is a large open tract of land in single public ownership.

1. It is a key location in terms of access to Route 128 and to a potential transit terminus. There are few such access combinations in the region, a factor which will be increasingly important as the regional development pattern tends to concentrate around transportation nodes.

2. The site is, quite literally, a "gateway" to Reading, and thus its utilization should be seen in terms of high quality multiple-use development.

Development and Use Options

Sasaki Associates has identified two basic options Reading could choose in promoting re-use of the dump site:

1. Sale of land at the earliest possible time such as piecemeal development of the land for commercial uses that are oriented to John Street. This option would provide an immediate return for Reading but would foreclose the long term maximum development potential and tax revenue yield of the site. We do not believe this alternative, in the long term, is in the best interest of Reading.

2. The recommended option is a long term program for maximum site utilization including a planned and phased program of site preparation, marketing and development geared to overcome the physical constraints of the site and capitalize on future market potentials. This option would be a time-phased process leaving the opportunity open for the interim use of the site for certain public or private revenue producing uses.

The long term program should take place in distinct phases, as follows:

PHASE I

This program calls for the continued use of the dump site for filling purposes until the following factors are clarified:

— Potential market influences of the construction of a transit terminus at Route 128, which should create land values to support higher intensity development of the site than is possible now.

— More accurate identification of site development premiums as obtained through a settlement monitoring program.

At such time as the above factors become clearer a decision would be made to either seek interim uses for the site that would permit time for the full market potential of the site to develop, or to immediately begin a program of site preparation, marketing and development of the site (Phase III).

PHASE II

An interim use program could be established as a second phase at such time as the "holding period" is identified. Interim uses for the site could include a broad range of activities, depending on the time frame that is selected:

— Short term uses (up to 10 years) could include continued utilization of the dump site for filling purposes, parking, storage, or recreational field uses which would not require major capital outlays and could be terminated as relatively short notice.

— Long term (up to 20 years) interim uses would involve development that can be amortized over this period, would be revenue-producing, but where public ownership could be maintained by lease agreements.

For example, automobile dealership park, with four or five dealers, is one such use that could operate on a 20 year lease agreement. An illustrative Auto Dealership Park development program used for evaluation purposes in this study has an estimated total development value of $4.3 million and estimated annual real property tax income of $214,500.

PHASE III

This final maximum development phase would occur at such time as major development is appropriate and feasible. Illustrative development programs for this phase are shown below:

Illustrative Development Program	Bldg. Area [000 s.f.]	Estimated Development Value [$000]	Estimated Annual Real Property Tax Income [$000]
A. Hotel (200-250 rooms	100		
Office	200		
Retail Commercial	400	$24,117	$1,206
B. Research & Development	750	33,996	1,700
C. Light Industry	650	15,915	796

Next Steps

The Planning Board should initiate the following actions toward furthering the potential for re-use of the dump site:

1. The town should establish a dump site development committee to oversee planning, marketing, legal and administrative requirements necessary to pursue the high quality and maximum development potential of the site. The responsibility could include coordination of interim revenue-producing or public use opportunities. The organization would investigate funding sources and financial mechanisms to pay the front-end costs of preparing the site for major development.

Sources for financing the site preparation costs could include combinations of Federal and State funds, tax abatement, general obligation bonds, and long term lease agreements. The intent in establishing this organization is to assure continuity in the management of the development effort while being accountable to the town as a whole.

2. Begin immediately a program of settlement and methane monitoring to identify the extent of settlement occuring at each site area. Careful identification of settlement characteristics of the site will allow more accurate determination of site development penalty costs and therefore development feasibility.

3. Identify and evaluate new sources of and solutions to solid waste disposal which would permit early closing of the dump site and prevent the need for further filling on already closed portions of the site.

4. Establish a program for careful control of filling operations and fill material to obtain maximum compaction and homogeneity of fill material. This is particularly important for fill operations over areas that have already been closed and have become stabilized by natural processes.

5. Actively seek UMTA/MBTA joint planning funds for detailed land use planning of this area in conjunction with the proposed Route 128 transit station. A major result of these studies should be a change in zoning from industrial use to a special, planned multi-use district in the Terminal and Dump Site Area.

This report was accepted as a report of progress.

ARTICLE 2. Elizabeth W. Klepeis submitted "Supplement to Finance Committee Report FY 1976" (separate sheet), which was accepted as a report of progress.

SUPPLEMENT TO FINANCE COMMITTEE REPORT FY 1976

PAGE 10	FY 76
Transfers from Available Funds to: Cemetery Reserve to Cemetery Maintenance & Development	
PAGE 11	$9,000

TRANSFERS FROM AVAILABLE FUNDS TO	FY 75
Federal Revenue Sharing to Fire Department Salaries	360,000
Federal Revenue Sharing to Police Department Salaries	360,000
Total	828,197

PAGE 11	
Fed. Revenue Sharing to Fire Dept.	100,000
Fed. Revenue Sharing to Police Dept.	100,000

PAGE 16

Grand Total	$962,836

Item Number	**Change to**
General Government	
1/2	$28,995
Total	62,060
10/11/12	26,248
Total	27,823
14/15	26,247
Total	57,217
17/18	37,361
Total	47,651
20/21	22,808
Total	27,963
23/24	55,500
25	7,995
Total	63,495

PAGE 17

34	$ 2,360
Total	2,910
38/39	30,578
Total	86,447
General Government Sub Total	449,100
47	7,175
Special Articles Sub Total	204,440
Grand Total General Government	653,540
Protection of Persons & Property	
50	$628,345
51	51,300
Total	722,545
54	706,619
Total	734,969
55A Hydrant Rental	26,240

PAGE 18

Item Number	Change to
58/59/60/61/62	$24,341
63	3,370
Total	27,711
64	1,457
Total	1,862
66	12,205
Total	17,225
69	12,568
Total	14,913
Protection of Persons & Property Sub Total	1,560,895
Grand Total — Protection of Persons & Property	1,655,124

PAGE 19

General Services

89/91	$22,761
Total	100,900
99	16,292
Total	112,126
103	63,400
Total	74,400
106	146,480
* Total	217,300
110	20,172
115A Article 68 Cemetery Fence	925
Sub Total	74,697
Grand Total General Services	631,721

PAGE 20

Education

116	$5,865,253
117	1,031,986
121	49,573
Education Sub total	7,915,791
Grand Total Education	8,505,713

* General Services Subtotal	557,024

PAGE 20

Item Number	Change to
Public Works	
126/128/130/134 136/138/140/142/ 144/146/148/150/ 152/154	$753,413
157	172,409
Public Works Sub Total	2,353,252

PAGE 21

Grand Total Public Works	$2,723,802
Unclassified	
177	$155,247
Total	793,115

PAGE 23

Article	Change to
18	Recommend $20,172
20	No Action
22	Recommend $312.92
27	No Action
28	No Action
32	Recommend $7,175

PAGE 27

60	Recommend
61	Recommend

PAGE 28

62	No Action
68	Recommend $925

PAGE 32

82	Recommend

ARTICLE 2. The following report was read by John W. Price for the Board of Public Works:

In accordance with the Special Town Meeting October 24, 1974, the Board of Public Works has made a study of the cost of furnishing paper trash sacks to the citizens of the Town of Reading.

Several possibilities were considered, as follows:

1. The Town of Reading would purchase the paper trash sacks, warehouse and deliver them to the door step of every home in the Town. This proposal was extremely expensive and would not provide the right number of sacks to each home owner.

2. The possibility of the Town purchasing the bags on bid and having them delivered to selected markets within the Town was considered but economic savings that could be gained from this idea could not materialize as it was not possible to set up this kind of an arrangement with a supplier and market.

3. A proposal to purchase, store and sell the paper sacks at the Public Works garage was considered.

ANALYSIS

If we can purchase the sacks in quantity at $.158 a sack which is $.042 below retail price, the expense of handling and storing would be as follows:

5742 Homes collected in Reading
x 1.76 Sacks per home per week (Actual count made during the Fall of 1974)

10,106 Sacks collected per week
x 52

525,512 Sacks collected per year

Store operator attendant 6 days (8 hours per day)	$10,749.88
A walk behind electric fork-lift truck with an original purchase price of $5,450.00 and amoritizing this at 15% per year including the cost of money	817.50
	$11,567.38
Plus 10% Contingencies	1,156.74
Total Cost Per Year	$12,724.12

Cost of $12,724.12 divided by 525,512 sacks per year = $.0242 cost per sack

$ .0420	Savings with bulk purchase
.0242	Cost of operation
$ .0178	NET SAVINGS
x 1.76	Sacks per week
$ .0313	Savings per week
x 52	Weeks per year
$1.63	Savings per average house per year

CONCLUSION

The Board of Public Works did not feel that a savings of $1.63 per year per average household justified the inconvenience of going to the Public Works Garage to purchase the sacks. Therefore, no Article was prepared for this year's Town Warrant.

This report was accepted as a report of progress.

ARTICLE 2. The following report was read by Joyce K. Miller for the Reading Bicentennial Commission:

The Reading Bicentennial Commission has continued to meet as often as needed to develop and implement our program, and we are pleased to report substantial progress.

At this time last year I reported that we had applied for matching grants from the state to finance basic repairs to the Parker Tavern and to establish a Heritage Trail by plaquing historic sites and houses known to have been built prior to 1780. Both grants were awarded and these projects should be completed this summer.

Our application to the American Revolutionary Bicentennial Commission for recognition as a Bicentennial Community was accepted, and the community is entitled to use the official logo and to fly the official flag. On March 20, this recognition was marked by an appropriate ceremony, which included the first public appearance of the reactivated group of Reading Minutemen. The flag was first raised with the assistance of the Reading Minutemen on April 5. It will fly on community-owned buildings or property at appropriate times during the Bicentennial era.

The first two projects in the first category were financed through donations and grants from the state. Other projects have been endorsed and are presently being developed. These include: (1) a new, updated edition of the **Story of Reading Government**, to be written by the League of Women Voters; (2) a new edition of **Colonial Roof Trees** — the story of old houses in Reading, written in 1944 by Nelson and Eleanor Bishop, now to be updated by Mrs. Eleanor Bishop; (3) an Oral History project, consisting of recorded interviews of selected older citizens to preserve knowledge related to Reading's hisotry; (4) reproduction of early gravestones, through both photography and rubbings and (5) a photographic record of appropriate activities. In our effort to reconstruct the past, we must not forget our obligation to record events for the future.

These projects are all being handled by volunteer labor, but will require financing for materials. Under Article 64, I will present the details and ask your support.

The second part of our program is to encourage and coordiante activities to be planned and handled by independent groups. Results have been encouraging. The numerous programs and projects planned are an indication that the citizens of Reading are interested in the Bicentennial and are willing to contribute their time and talent. We look forward to an interesting year, including a full day and evening of activities on Founder's Day, 1976.

The National Bicentennial theme is Heritage — Festival and Horizon. The projects outlined fall into the first two categories. As to Horizon — or planning for the future — the Commission feels it is not as well equipped to handle such planning as those groups already involved in developing Reading's resources. We have decided to support projects already in the planning stage and offer our assistance where possible. The Board of Public Works anticipates developing a new park during the next year. If their plans materialize, the Commission will assist by applying for matching funds to allow for more rapid implementation of their plans.

The Commission is fully aware that none of its plans or accomplishments would be possible without the generous assistance of many individuals. It would be impossible to list all of those who have contributed to the overall program. However, I feel a special word of gratitude should be extended to the Reading Chronicle and its editor, Bruce Morang, for their deep committment to the Bicentennial. Mr. Morang's special articles and full coverage of the Bicentennial events have been a major factor in stimulating interest and making Reading citizens aware of their heritage. This local appreciation and enthusiasm have made the Commission's task a rewarding one.

This report was accepted as a report of progress.

ARTICLE 2. The following report was read by Edward F. Fuller, Jr., Chairman of the Board of Library Trustees:

The Board of Library Trustees wishes to report to the Town Meeting convened on May 5, 1975, its intention to select an appropriate site and prepare plans and specifications for the construction of a new Public Library to be presented at the Annual Town Meeting for the year 1976. The needs of the Public Library for substantial additional space have been postponed for a number of years and have now reached such a critical stage that proper library services can no longer be furnished to the people of Reading from our existing library building.

The Board of Library Trustees will welcome suggestions from Town Officials, Town Meeting Members and the public at large as to possible available sites for a new building.

This report was accepted as a report of progress.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

ARTICLE 3. Robert S. Cummings moved that the Selectmen be instructed to move on Thursday, May 8, 1975, to adjourn Town Meeting to Saturday., May 10th.

This motion did not pass.

63 voted in the affirmative
64 voted in the negative

On motion of Robert S. Cummings it was voted to lay Article 3 on the table.

On motion of Robert S. Cummings it was voted to take up Article 82 in advance of its order.

ARTICLE 82. On motion of David F. Ham it was voted that the town amend the official classification plan, schedule and regulations in accord with Article XXIV of the By-law of the town (note all changes in the structure are effective on July 1. 1975)

CODE:
* — Reclassification
o — New Position
— New Title for Existing Position

SALARY GRADE

Labor Grade	Point Range	Base Salary	Max. Salary
1	159	$ 83.58	$109.02
2	160-174	89.43	116.65
3	175-189	95.69	124.80
4	190-204	102.41	133.56
5	205-219	108.27	141.18
6	220-234	114.44	149.27
7	235-249	120.98	157.81
8	250-264	127.90	166.81
9	265-279	132.73	176.35
10	280-294	139.63	186.45
11	295-309	151.11	197.08
12	310-324	159.76	208.34
13	325-339	168.90	220.29
14	340-354	178.64	233.51
15	355-369	188.76	246.21
16	370-384	199.57	260.28
17	385-399	210.96	276.18
18	400-414	223.05	290.93
19	415-429	235.76	307.56
20	430-444	249.28	325.33
21	445-459	263.51	343.70
22	460-474	278.60	363.34
23	475-489	294.53	384.15
24	490-504	311.37	406.11
25	505-519	329.18	429.35
26	520-534	348.03	453.92
27	535-549	368.60	480.79

SECTION I — CLERICAL EMPLOYEES

Job Title	Labor Grade	Hourly Minimum	Hourly Maximum
Jr. Clerks	2	2.38	3.11
Sr. Clerks B	5	2.89	3.76
Sr. Clerks A	6	3.05	3.98
Secretary	7	3.23	4.21
Hearing Reporter	7	3.23	4.21
Collector's Admin. Asst.	11	4.03	5.25
Assessors' Admin. Asst.	11	4.03	5.25
Asst. Town Clerk	11	4.03	5.25
*#Treasurer's Admin. Asst.	11	4.03	5.25
*#D.P.W. Admin. Secretary	11	4.03	5.25

SECTION II — SUPERVISORY EMPLOYEES

Job Title	Labor Grade
Supervisor	20
Supt. (Cemetery Dept.)	20
Supt. (Tree & Moth Dept.)	19

SECTION III — PUBLIC LIBRARY

Job Title	Labor Grade	Hourly Minimum	Hourly Maximum
#Director	21		
#Assistant Director	16		
#Senior Librarian	14		
#Librarian	12		
#*Library Associate	10		
#Library Technician	7		
Library Clerk	4		
Library Page	—		

2.73 3.56
Jan. 75 — 2.10 (Min.Wage)
Jan. 76 — 2.20 (Min.Wage)

SECTION IV — PUBLIC WORKS DEPARTMENT
ENGINEERING

Job Title	Labor Grade
Superintendent	27
Assistant Superintendent—Operations	23
Assistant Superintendent—Engineering	23
Supervisor	20
Senior Civil Engineer	20
Pumping Station Engineer	19
Sanitary Division Engineer	18
Assistant Civil Engineer	17
Asst. Sanitary Division Engineer	14
Land Surveyor	14
Administrative Assistant	14
Senior Draftsman	11
Transitman	11
Administrative Clerk	9
Junior Draftsman	7
Rodman	6

SECTION V — PUBLIC WORKS, CEMETERY & FORESTRY DEPARTMENTS

American Federation of State,
County and Municipal Employees Union
AFL—CIO, Council #41 and Local #1703

Job Title
Master Mechanic
Foreman
Mechanic Class I
Heavy Equipment Operator
Asst. Pumping Sta. Eng.
Working Foreman
Light Med. Equip. Operator
Skilled Laborer
Mechanic Class II
Dump Caretaker
Meter Repairman
Semi-Skilled Laborer
Mechanic Class III
Laborer
Seasonal Laborer

SECTION VI — POLICE DEPARTMENT

Job Title	Labor Grade	Hourly Min.	Hourly Max.
Chief	27		
Lieutenant	19		
Sergeant	18		
Police Matron	5	2.89	3.76

Reading Police Association

Patrolman Inspector
Patrolman
Patrolman (Starting Rate)

SECTION VII — FIRE DEPARTMENT

Job Title	Labor Grade
Chief	26
Mechanic	14

Int. Assoc. of Fire Fighters
AF of L — CIO Loc. #1640

Deputy Chief
Captain
Lieutenant
Private
New Private (Starting Rate)

SECTION VIII — FIRE ALARM DEPARTMENT

		Hourly Min.	Hourly Max.
Lineman	11	3.78	4.92
Groundman	7	3.02	3.94

SECTION IX — GENERAL GOVERNMENT

*Town Accountant	20
*Executive Secretary	25
Superintendent of Buildings	15
Janitor A	8
Appraiser	24
Veteran's Agent	12
Health Agent	18

Dog Officer	9
Accountant	12
Conservation Assistant	12
Building Inspector	18
Personnel Admin. Asst.	11

BENEFIT CHANGES

And that Holidays Policy be amended by inserting between "New Year's Day and Washington's Birthday" the words "Martin Luther King Day."

And that Vacation Policy be amended by adding, for employees not represented by collective bargainaing agreements, to the allowable two weeks and three days vacation two additional days after 5 years of service, adding to allowable three weeks and three days vacation, two additional days after ten years of service.

On motion of Robert S. Cummings it was voted to lay Article 4 on the table.

ARTICLE 5. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate the sum of Three Thousand Six Hundred and Twenty Dollars ($3,620.00) for the purchase of uniforms for the members of the Fire Department.

ARTICLE 6. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate the sum of Seven Hundred Dollars ($700.00) for the purchase of protective clothing for the members of the Auxiliary Fire Service.

ARTICLE 7. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate Three Thousand Four Hundred Dollars ($3,400.00) for the purchase and installation of a radio base station and related equipment under Civil Defense to be used by the Fire Department.

ARTICLE 8. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate Five Thousand One Hundred and Nine Dollars ($5,109.00) for the purchase of a Jaws of Life power rescue tool under Civil Defense to be used by the Fire Department.

ARTICLE 9. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate Three Thousand Five Hundred Dollars ($3,500.00) for said purpose to see if the Town will vote to indemnify certain police officers and firemen for expense actually incurred as a result of injury in the line of duty, under the provisions of the General Laws, Chapter 41, Section 100, as amended.

ARTICLE 10. On motion of Robert S. Cummings it was voted that the Town vote to accept the recommendation of the Law Committee and vote to indemnify under the provisions of the General Laws, Chapter 41, Section 100E, Town Police Officer John Murphy for damages caused by him to another while in the performance of his official duties as a police officer in the Town and to transfer and appropriate Six Hundred Dollars ($600.00) from the Law Department Claims Damage Fund for this purpose.

ARTICLE 11. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of Eight Thousand Six Hundred Dollars ($8,600.00) for the purchase of uniforms for the members of the Police Department.

ARTICLE 12. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of One Thousand Two Hundred Dollars ($1,200.00) for the purchase of inter-city, two-way radio and related equipment for the use of the Police Department.

ARTICLE 13. On motion of Robert S. Cummings it was voted that the Town authorize the Selectmen to sell or exchange or otherwise dispose of, upon such terms and conditions as they may determine, three cars in the use of the Police Department, and that the sum of Twelve Thousand Five Hundred Dollars ($12,500.00) be raised from the tax levy and appropriated together with the receipts, if any, from the sale, exchange or disposal of the three vehicles for the purposes of purchasing three new cars for the Police Department.

ARTICLE 14. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate Four Thousand Seven Hundred Dollars ($4,700.00) for the purpose of repairing the roof of the Police Station.

ARTICLE 15. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate One Thousand Eight Hundred Dollars ($1,800.00) for the purpose of repairing the plumbing system in the Police Station.

ARTICLE 16. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate the sum of Three Thousand Dollars ($3,000.00) to be used as matching funds for a Federal Grant from the Law Enforcement Assistance Administration for the purpose of purchasing communications equipment.

ARTICLE 17. Shall the Town require the following:

Any construction or repair work, whether it be done by a public or private agency that requires construction equipment to be parked or in motion on any primary public way, as to block any traveled lane or lanes of such public way, or impede the flow of traffic, or create a possible hazard to the general public shall require a minimum of one detail police officer. Such primary public ways shall be set forth by the Chief of Police or his designee.

On motion of James J. Sullivan, Jr., it was voted that this Article be indefinitely postponed.

ARTICLE 18. On motion of James J. Sullivan, Jr., it was voted that the Town raise from the tax levy and appropriate the sum of Twenty Thousand One Hundred and Seventy Two Dollars ($20,172.00) for the purpose of coordinating or conducting programs dealing with problems of the aging and promote facilities, education, welfare and recreation of the aging.

ARTICLE 19. On motion of Robert S. Cummings it was voted that the sum of Four Thousand Two Hundred Fifty Dollars ($4,250.00) be raised from the tax levy and appropriated for the observance of the Christmas Season, 1975, by the decoration of Christmas trees upon municipal land.

ARTICLE 20. To see what sum the Town will raise by borrowing or from the tax levy or transfer from available funds, or otherwise, and appropriate for the purpose of placing additional names of Veterans who served in World War II, Korea and Viet Nam on the large Veterans Memorial that stands opposite the Town Hall, or take any other action with respect thereto.

On motion of Robert S. Cummings it was voted that the subject of this Article be referred to a Study Committee, five to be appointed by the Moderator, said Committee shall report to the Subsequent Town Meeting, Fall 1975.

ARTICLE 21. On motion of Robert S. Cummings, as amended by Paul T. Metcalf, it was voted that the Town vote to authorize the Board

of Selectmen to make application from time to time, for a grant or grants as such grant or grants may become available from the Department of Housing and Urban Development under the so-called Housing and Community Development Act of 1974, and to develop or cause to be developed under its direction programs, goals and objectives for submission to the Department of Housing and Urban Development in conjunction with such application or applications, and to expend any funds for planning received without further appropriation.

ARTICLE 22. On motion of Robert S. Cummings it was voted unanimously that the Town raise from the tax levy and appropriate the sum of Three Hundred Twelve and 92/100 Dollars ($312.92) to the South Middlesex Registry of Deeds for recording fees rendered to the Town.

ARTICLE 23. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of Six Thousand One Hundred and Fifteen and 35/100 Dollars ($6,115.35) for the purpose of meeting the cost of providing one additional holiday for certain Town employees during calendar year 1975, as a result of the observance of Martin Luther King Day, as follows.

Police Salaries	$2,838.00
Fire Salaries	2,934.83
P. W. Water Salaries	122.33
School Salaries	220.19

On motion of Carl H. Amon, Jr., it was voted to take up Article 25 in advance of its order.

ARTICLE 25. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of Two Thousand Dollars (2,000.00) to be expended by the Selectmen for the purpose of developing a systems design for the computerization of Town Departments.

ARTICLE 24. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of Fourteen Thousand Dollars ($14,000.00) for the purpose of entering into a three year lease or lease with option to purchase; to purchase accounting equipment and related supplies and said sum to be expended by a committee of three consisting of the Town Treasurer, Town Accountant and one member of the Finance Committee.

On motion of Robert S. Cummings it was voted that this meeting stand adjourned until Thursday, May 8, 1975, at 8:00 P.M., to meet in Memorial High School Auditorium.

Meeting adjourned at 11:10 P.M.

188 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting

May 8, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P.M.

The invocation was given by Rev. Robert Walter of the Church of the Nazarene, followed by the Pledge of Allegiance to the Flag.

On motion of Robert S. Cummings it was voted to take Article 2 from the table.

ARTICLE 2. The following report was given by Elizabeth W. Klepeis for the Finance Committee:

STATE AND COUNTY ASSESSMENTS	FY 1975	Finance Estimates Committee FY 76
Recreation Areas	$ 95,700	$ 100,185
Audit of Municipal Accounts	6,000	374
State Exam of Retirement System	3,700	297
Metropolitan Sewerage	116,400	126,260
Metropolitan Area Planning Council	1,100	* 3,367
MBTA	271,900	305,622
M. V. Excise Billing Cost	3,000	2,303

Ipswich River Watershed District	600	2,983
Special Ed. Chapter 766	49,000	28,013
County Tax	479,300	502,047
County TB Hospital	37,500	000
Metropolitan Air Pollution Control	1,700	2,024
Offsets to Estimated Receipts	80,000	124,567
OVERLAY		
Reserve for Abatements	320,000	325,000
TOTAL	$1,465,900	$1,524,347

ESTIMATED RECEIPTS AND AVAILABLE FUNDS

State Corporation Tax	$ 000	$ 000
State Inc.Tax—Ch 69, 70, 71, 74, 766-School	2,019,293	1,716,003
State Inc.Tax—N.E. Regional School Dist.	211,361	87,089
State Inc.Tax—Other than Revolving	760,721	670,029
Sub Total as Estimated by State	$2,991,375	$2,473,121
Motor Vehicle Excise Tax	620,900	550,000
Farm Animal Excise Tax	100	100
Licenses	9,800	9,800
Fines	7,900	7,900
Special Assessments (Betterments)	142,700	149,800
General Government	16,500	16,500
Protection of Persons & Property	9,000	9,000
Health & Sanitation	7,500	7,500
Highways	5,900	5,900
Schools	26,600	26,600
Libraries	14,500	14,500
Recreation	8,560	8,560
Public Service Enterprises: Water	535,000	561,700
Light — in lieu of taxes	272,500	472,000
Light — additional release		167,495
Sewer	140,900	147,900
Cemeteries (other than Trust Funds & Lot Sales)	16,300	16,300
Interest on Taxes & Assessments	23,500	37,000
Interest on Investments	77,900	77,900
State Overestimates	22,000	80,262
TOTAL	$4,949,435	$4,839,838

* Prior year under-estimate of $1,305.

This report was accepted as a report of progress.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

ARTICLE 26. Jean M. MacKilligan moved that the sum of One Thousand Dollars ($1,000.00) be raised from the tax levy and appropriated for the purpose of replacing fireproof stage draperies in the auditorium of the Community Center. This motion did not pass.

ARTICLE 27. Installation of a series of traffic lights along Main Street from South Street to the border of North Reading set at an appropriate speed so as to control traffic but not to impede it.

On motion of Robert S. Cummings it was voted that this Article be indefinitely postponed.

ARTICLE 28. Installation of traffic lights at the corner of Main Street and Summer Avenue.

On motion of Robert S. Cummings it was voted that this Article be indefinitely postponed.

ARTICLE 29. On motion of Robert S. Cummings it was voted to lay Article 29 on the table.

ARTICLE 30. Move that Article XXII (22) of the Town By-Laws be amended by deleting the last line of Section I that now reads "The owner or keeper of any such dog that is not so restrained shall be punishable by a fine of not more than Ten Dollars ($10.00) for each offence" and inserting the following: "The owner or keeper of any such dog that is not so restrained shall be punishable by a fine of Ten Dollars ($10.00) for the first offence and Twenty Five Dollars ($25.00) for each subsequent offence, and that Section 4 be amended by deleting the words "said charges to be $5.00 for apprehension of such dog", by inserting the words, said charges to be $10.00 for the first apprehension and $25.00 for each subsequent apprehension of such dog.

On motion of Robert S. Cummings it was voted that this Article be indefinitely postponed.

ARTICLE 31. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy and appropriate the sum of One Hundred and Fifty Dollard ($150.00) for Aid to Agriculture and work of the Middlesex County Extension Service and the 4-H Club under General Laws Chapter 12B, Sections 40 and 45 as amended, such sum to be expended under the direction of a Director appointed by the Selectmen, such Director to cooperate with the Middlesex County Trustees.

ARTICLE 32. On motion of Robert S. Cummings it was voted that the Town raise from the tax levy the sum of Seven Thousand One Hundred Seventy Five Dollars ($7,175.00) and that such sums be appropriated to the Charter Commission Account for purposes of drafting a Charter and for other expenses relating thereto.

ARTICLE 33. On motion of Robert S. Cunnings it was voted that the Town amend the Town By-Laws, Article 1, Section 3, by substituting a new Section 3 as follows:

"The polls for the Annual Town Meeting shall be opened at 7:00 A.M. and remain open until 8:00 P.M."

ARTICLE 34. To see what sum the town will raise by borrowing or from the tax levy or transfer from available funds, or otherwise, and appropriate for the purpose of maintaining and resurfacing streets constructed under Section 34, Chapter 90 of the General Laws, together with such sums as may be provided by the State and County, or take any other action with respect thereto.

On motion of John W. Price it was voted that this Article be indefinitely postponed.

ARTICLE 35. On motion of John W. Price it was voted that the sum of Thirty Thousand Three Hundred Twenty-nine Dollars ($30,329.00) as may be provided by the Commonwealth under Chapter 765, Section 4, Acts of 1972 and appropriated for the purpose of improving and constructing Chapter 90 Highways as requested by the Board of Public Works.

ARTICLE 36. On motion of Paul C. Dustin it was voted that the sum of Twenty Thousand Dollars ($20,000.00) be raised from the tax levy and appropriated for the purpose of maintaining, improving and constructing facilities in the Parks and Playgrounds, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 37. On motion of Lawrence R. Blood it was voted that the sum of Five Hundred Thousand Dollars ($500,000.00) be appropriated for the construction of sanitary sewers, sewerage work and other sewer facilities, such sum to be expended by and under the direction of the Board of Public Works, and to meet said appropriation, that the sum of Five Hundred Thousand Dollars ($500,000.00) be raised by borrowing, and that the Town Treasurer, with the approval of the Board of Selectmen, be and he hereby is, authorized to borrow said Five Hundred Thousand Dollars ($500,000.00) payable in accordance with Section 7 of Chapter 44 of the General Laws so that each issue shall be

paid in not more than thirty (30) years from its date or at such earlier time as the Treasurer and Selectmen may determine, said bonds or notes shall be signed by the Treasurer and countersigned by the Selectmen, and that the Board of Public Works be, and it hereby is, authorized to proceed with the construction of said sewers, sewerage work and other sewer facilities and enter into all contracts and agreements with respect thereto and to do all other acts and things necessary or proper for carrying out the provisions of this vote.

164 voted in the affirmative
1 voted in the negative

ARTICLE 38. On the motion of Lawrence R. Blood it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as BARBARA LANE and adopt the recommendations contained therein and that the sum of Five Hundred and Six Dollars ($506.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 39. On motion of Alexander T. Botka it was voted that the Town accept the report of the Board of Public Works on the layout of a Priviate Way known as MAPLE RIDGE ROAD and adopt the recommendations contained therein, and that the sum of Four Hundred and Forty Dollars ($440.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 40. On motion of Alexander T. Botka it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as BELMONT STREET EXTENSION and adopt the recommendations contained therein, and that the sum of Two Thousand and Ten Dollars ($2,010.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 41. On motion of John W. Price it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as HEMLOCK ROAD and adopt the recommendations contained therein, and that the sum of Seven Hundred and Fifty Dollars ($750.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 42. On motion of John W. Price it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as FOX RUN LANE and adopt the recommendations contained therein, and that the sum of One Thousand Three Hundred and Ten Dollars ($1,310.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 43. On motion of John H. Russell it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as COUNTRYSIDE LANE and adopt the recommendations contained therein, and that the sum of Eight Hundred and Eighty-five Dollars ($885.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 44. On motion of John H. Russell it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as C STREET and adopt the recommendations contained therein, and that the sum of Seven Thousand Five Hundred Dollars ($7,500.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 45. On motion of Paul C. Dustin it was voted that the Town accept the report of the Board of Public Works on the layout of a Private Way known as BOYCE STREET and adopt the recommendations contained therein, and that the sum of Nineteen Thousand Four Hundred Dollars ($19,400.00) be raised from the tax levy and appropriated for the laying out and construction of said way, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 46. On motion of John H. Russell it was voted that the sum of Forty-five Thousand Six Hundred Dollars ($45,600.00) be transferred from Chapter 1140 Road Construction Account received or to be received from the State, and that the sum of Fifty-four Thousand Four Hundred Dollars ($54,400.00) be raised from the tax levy, and such sums aggregating One Hundred Thousand Dollars ($100,000.00) be appropriated for improving and reconstructing Town Public Ways, such sum to be spent by and under the direction of the Board of Public Works, and in such locations as the Board of Public Works may deem advisable and the Town Accountant be and he hereby is authorized, empowered and instructed to transfer amounts necessary to carry out the purpose of this vote.

ARTICLE 47. On motion of Lawrence R. Blood it was voted that the sum of One Hundred Ten Thousand Five Hundred Dollars ($110,500.00) be raised from the tax levy and appropriated for the purchase by the Board of Public Works of the following:

One (1) New Truck G.V.M. 35,000 lbs.
One (1) New Pickup Truck
One (1) New Backhoe Loader
One (1) New Reel Mower
One (1) New Reel Mower
One (1) New Arc Welder
One (1) New Loader
One (1) New Truck and Aerial Bucket

and that the Board of Public Works be, and it hereby is authorized and empowered to sell, or transfer, or exchange upon such items and conditions as it may determine,

One (1) 1965 White Truck
One (1) 1969 Chevrolet Pickup Truck
One (1) 1968 Dynahoe
One (1) 1961 National Reel Mower
One (1) 1960 National Reel Mower
One (1) 1969 Bobcat Loader
One (1) 1968 Dodge Truck and Aerial Bucket

and the proceeds from such sales, exchanges or transfers are to be appropriated in addition to aforementioned One Hundred Ten Thousand Five Hundred Dollars ($110,500.00) for the purchase of the aforesaid equipment such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 48. On motion of Lawrence R. Blood it was voted that the sum of Twenty-four Thousand Dollars ($24,000.00) be raised from the tax levy and appropriated for the purpose of purchasing a New High Velocity Sewer Cleaning Machine and Truck, such sum to be expended by and under the direction of the Board of Public Works.

ARTICLE 49. On motion of Paul C. Dustin it was voted that the sum of Twenty-five Thousand Dollars ($25,000.00) be raised from the tax levy and appropriated for expenses of the Board of Public Works, including consulting engineering services, surveys, preliminary plans, designs, final plans and estimates for a Master Drainage Plan of the Town, such funds to be spent by and under the direction of the Board of Public Works.

ARTICLE 50. Paul C. Dustin moved that the sum of Forty Thousand Dollars ($40,000.00) be raised from the tax levy and appropriated for the purpose of providing a Leaf Collection System, including salaries and wages and the purchase of Collection Equipment and supplies, such funds to be spent by and under the direction of the Board of Public Works.

This motion did not pass.

ARTICLE 51. On motion of Lawrence R. Blood it was voted that the Board of Public Works be authorized, empowered and instructed to file, in the name of, and in behalf of the Town, an application in form and manner required by the United States Government in conformity with laws, and take such other actions as may be required to obtain a grant to be made by the United States of America to the Town of Reading, Massachusetts, to be used to defray part of the cost of contract drawings, specifications for and the construction of a sewer interceptor and collection system for the Town and that the Board of Public Works be, and it hereby is, authorized to expend any funds received or to be received by the Town as a result of any such application.

ARTICLE 52. On motion of Lawrence R. Blood it was voted that the sum of Nine Hundred Thousand Dollars ($900,000.00) be appropriated for the construction of a major interceptor sewer in the Northwesterly arc of the Town and in the City of Woburn, Massachusetts, to the M.D.C. Trunk Sewer, and that the Town Treasurer, with the approval of the Selectmen, be authorized to borrow said sum of Nine Hundred Thousand Dollars ($900,000.00), payable in accordance with Chapter 44 of the General Laws so that each issue shall be paid in not more than thirty (30) years from its date or at such earlier time as the Treasurer and Selectmen may determine, said bonds or notes shall be signed by the Treasurer and countersigned by the Selectmen, and that the Board of Public Works be, and it hereby is, authorized to expend said Nine Hundred Thousand Dollars ($900,000.00), together with any sums received or to be received by the Town from the State or Federal Government for the purpose, and the Board of Public Works be, and it hereby is, authorized to proceed with the construction of said interceptor sewer and enter into all contracts and agreements with respect thereto and to do all other acts or things necessary or proper for carrying out the provisions of this vote.

163 voted in the affirmative
1 voted in the negative

ARTICLE 53. To see if the Town will authorize the Board of Public Works to enter into agreements with the City of Woburn, the State or Federal government or agencies, departments or commissions thereof for the construction and maintenance of an interceptor sewer in Woburn and Reading by the Town of Reading and see what sum the Town will raise from the tax levy, transfer from available funds or borrow under pertinent provisions of General or Special Law and appropriate for meeting the costs of construction of said interceptor sewer, or take any other action with respect thereto.

On motion of Lawrence R. Blood it was voted that this Article be indefinitely postponed.

ARTICLE 54. On motion of Lawrence R. Blood it was voted that the Town authorize the Board of Selectmen, upon the written request of the Board of Public Works, to petition the General Court under Article 89 of the Amendments to the Massachusetts Constitution to permit the Town of Reading to take any act and do all things necessary to construct an interceptor sewer in the City of Woburn and Town of Reading to connect into the M.D.C. Trunk Sewer, to apply for grants and to enter into agreements with the City of Woburn, the Commonwealth of Massachusetts or the United States Government or agencies, commissions or departments thereof with respect to construction and maintenance of such interceptor sewer and to authorize the Town to borrow to finance said construction and to authorize the Town to acquire land or interest in land by purchase, lease or otherwise, including the power by the Board of Selectmen of the Town of Reading upon written request by the Board of Public Works to take by eminent domain under Chapter 79 of the General Laws, and hold any lands, rights-of-way or other easements, public or private, within the City of Woburn necessary for accomplishing the purpose of construction and maintenance of such interceptor sewer.

163 voted in the affirmative
0 voted in the negative
(⅔rds vote required)

ARTICLE 55. On motion of Frank E. Graupner it was voted that the subject matter of Article 55 be referred to the Municipal Light Board, and that said Board be, and hereby is authorized to install such additional street lights as in its judgement are required, and to make such changes in the size, type and location of existing street lights, as it may deem advisable, the expense of same to be paid from the income of the plant.

On motion of Philip R. White, Jr., it was voted to take Article 2 from the table.

ARTICLE 2. The following report was read by Curt E. Nitzsche, Chairman of the Planning Board:

Pursuant to Chapter 40A, Section 6, of the General Laws, a public hearing was held at the Community Center on Tuesday, April 15, 1975, at 8:45 P.M., regarding an amendment to the Zoning By-Laws and Zoning Map as to change the zoning of the parcels in question consisting of approximately 6.960 acres from Residence A1 to Residence B1 District.

The hearing was long. We heard from both proponents and opponents. The hearing was attended by 149 persons. A petition from Area Residents concerned about traffic problems on Temple Street was received by the Planning Board.

This project as proposed by the Committee for Housing for the Elderly of the First Congregational Church of Reading is for the enhancement of the general well being of some of our residents, namely the Elderly. Further this particular site is situated between two (2) apartment complexes, one being the Town's Housing for the Elderly at Tannerville.

The Planning Board is aware of the potentially significant increases of traffic on Temple Street and strongly recommends that alternatives be explored to determine the location for the major entrance and exit. Likewise, the Planning Board recognizes the necessity to property design and grade the site to provide for adequate drainage.

It is important to note, also, that this area is included in the proposed Wetlands Protection Act. However, we do not consider that this project will be an asset to the Town and recommends acceptance of the proposed changes by Town Meeting.

CURT E. NITZSCHE, Chairman
MELVIN E. JONES
MAUREEN T. O'BRIEN
JOSEPH C. STURM

It was voted that this report be accepted as a report of progress.

ARTICLE 2. The following report was read by Frank A. Smith, Jr., Reading School Committee:

MINORITY REPORT OF THE SCHOOL COMMITTEE

RELATIVE TO THE PROPOSED DISPOSAL OF TOWN OWNED LAND

On March 3, 1975, the School Committee voted that the land adjacent to the Parker Junior High School was no longer needed for School purposes. This vote was by a count of 4 to 1. At that time I voted against disposal of this land, not because I am opposed to housing for the elderly, not because I am opposed to housing for those of moderate income, but because I am opposed to the disposal of this land, which can and should still be used for municipal purposes.

In many ways the land surrounding Parker Junior High can be compared with the Birch Meadow area; of course, on a smaller scale. When the Birch Meadow area was acquired by the Town there was no Reading Memorial High School here, there was no Coolidge Junior High; there was no Birch Meadow School; but these have come as the needs arose, as have a Municipal swimming pool, football, baseball, softball and field hockey fields, as well as tennis courts and an ice skating area. Tonight we hear of further development to be made for Pop Warner football. What if this land had been disposed of by a previous Town Meeting?

The recreational areas of the Town are becoming severely strained. It is difficult to find adequate space for the ever increasing demands being made. Chapter 622 of the General Laws, which requires that we not discriminate for reason of age, has focused attention on the need to provide additional athletic and recreational opportunities for women. Now, when the need is acute, is no time to abandon property, which can be developed to answer these needs; property which was wisely acquired by those Town Officials who came before us.

At the March 3rd meeting of the School Committee, I announced to the sponsors that I would file a Minority Report at Town Meeting in opposition to disposal of this land, unless there were definite assurances that easements would be granted for expansion of recreational activities from the Parker Junior High playgrounds into the area in question.

The proponents have tried very hard to accomodate that request. I am sure that they would like to do so, and will, in fact, do everything in their power to provide for such expansion. It is my understanding, however, that due to water conditions, an absolute assurance cannot be given. Therefore, I file this Minority Report in opposition to disposal of land, which was wisely acquired, and should, just as wisely, be held for Town purposes.

FRANK A. SMITH, JR.
Member, Reading School Committee

It was voted that this report be accepted as a report of progress.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

On motion of Carl H. Amon, Jr., it was voted that this meeting stand adjourned until Monday, May 12, 1975, at 8:00 P.M., to meet in Memorial High School Auditorium.

Meeting adjourned at 10:55 P.M.

178 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting
May 12, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P.M.

The invocation was given by Rev. Richard M. Woodman of the Unitarian Church, followed by a Pledge of Allegiance to the Flag.

ARTICLE 56. On motion of Philip R. White, Jr., it was voted that the Board of Selectmen be and they hereby are authorized and empowered to grant to a non-profit corporation to be established by the members of the Committee for Housing for the Elderly, First Congregational Church of Reading upon such terms and conditions as they shall determine the following town-owned parcels of land more particularly described and shown on the Assessors' Maps as follows:

Plat 62, Lot 1, Lot 6, Lot 6A, Lot 7,
Lot 7A, Lot 8, Lot 9, Lot 10 and 11.

107 voted in the affirmative
51 voted in the negative
(⅔rds vote required)

ARTICLE 57. Philip R. White, Jr. moved that the Zoning By-Laws and Zoning Map be amended so as to change the zoning of the parcels of land shown and located on the Assessors' Maps as follows:

Plat 62, Lot 1, Lot 6, Lot 6A, Lot 7, Lot 7A,
Lot 8, Lot 9, Lot 10 and 11 and
Plat 61, Lot 4 consisting of approximately 6,960
acres from Residence A-1 to Residence B-1 District.

87 voted in the affirmative
70 voted in the negative
(Motion failed — ⅔rds vote required)

On motion of Robert S. Cummings it was voted to adjourn this Town Meeting until after the Special Town Meeting schedules on May 12, 1975, 8:30 P.M.

170 Town Meeting Members were present.

Meeting adjourned: 9:35 P.M.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Special Town Meeting

May 12, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 9:35 P.M.

ARTICLE 1. On motion of Elizabeth W. Klepeis it was voted that the Town transfer Twenty-six Thousand Dollars ($26,000.00) from the Overlay Surplus Reserve Fund and appropriate said sum to Veterans' Aid.

ARTICLE 2. On motion of Elizabeth W. Klepeis it was voted that the Town transfer Twenty Thousand Dollars ($20,000.00) from the Overlay Surplus Reserve Fund and appropriate said sum to the Group Insurance Appropriation.

ARTICLE 3. On motion of John H. Russell it was voted that the Town transfer Twelve Thousand Five Hundred Dollars ($12,000.00) from the Public Works 1974/1975 Snow and Ice Appropriation and appropriate said sum to the Public Works Department Expense Appropriation.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the Town transfer One Thousand Seven Hundred Dollars ($1,700.00) from Surplus Revenue and appropriate for the purchase and installation of automatic garage doors at the Police Station.

ARTICLE 5. To see if the Town will approve recommendations of the School Construction Committee or Law Committee regarding the pending litigation between the School Construction Committee and Frasca Construction Corporation, will raise by borrowing, or from the Tax Levy, or transfer from available funds, or otherwise, and appropriate for repairs to the Reading Memorial High School and take any other action with respect thereto.

On motion of Robert S. Cummings it was voted that this Article be indefinitely postponed.

ARTICLE 6. To see what sum the Town will raise by borrowing, or from the Tax Levy, or transfer from available funds, or otherwise, and appropriate for the purchase of a car for the Building Inspector's Department, or take any other action with respect thereto.

On motion of Robert S. Cummings it was voted that this Article be indefinitely postponed.

On motion of Robert S. Cummings it was voted that meeting stand adjourned, sine die, at 9:50 P. M.

170 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting

May 12, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 9:50 P. M., after the adjournment of the Special Town Meeting held on this evening.

On motion of Carl H. Amon, Jr., it was voted to take Article 2 from the table.

ARTICLE 2. On request of Carl H. Amon, Jr., a report was given by Robert S. Cummings as to the status of negotiations presently underway with the various Town Depratments.

On motion of Carl H. Amon, Jr., it was voted to lay Article 2 on the table.

On motion of Robert S. Cummings it was voted to take Article 4 from the table.

ARTICLE 4. On motion of Richard J. Ogden it was voted that the sum of Two Hundred Fifty Dollars ($250.00) be raised from the tax levy and appropriated for the care and lighting of Old South Clock.

ARTICLE 4. On motion of Robert S Cummings it was voted that the sum of Four Hundred Fifty Thousand Seven Hundred Eighty-two Dollars ($450,782.00) be raised from the tax levy and appropriated for General Government, as follows, each item being considered as a separate appropriation:

SELECTMEN	
Salaries	$28,995.00
Expense (including out-of-state travel not to exceed $250.) and Miscellaneous (including Special Committees, Town Report, Telephone, Memorial Observance, Duplicating Costs)	32,815.00
TOWN ACCOUNTANT	
Town Accountant's Salaries	26,248.00
Expense (including out-of-state travel not to exceed $250.)	1,575.00

TREASURER	
Treasurer's Salaries	26,247.00
Expense (including out-of-state travel not to exceed $250.)	30,970.00
TAX COLLECTOR (all fees collected to be paid to the Town Treasurer)	
Salaries	37,361.00
Expense	10,290.00
TOWN CLERK (all fees collected to be paid to the Town Treasurer)	
Salaries	24,740.00
Expense (including out-of-state travel not to exceed $250.)	5,155.00
ASSESSORS	
Salaries	55,500.00
Expense (including out-of-state travel not to exceed $250.)	7,995.00
BOARD OF REGISTRARS	
Salary	960.00
Expense	200.00
ELECTION & REGISTRATION	
Expense	25,800.00
BOARD OF APPEALS	
Salary & Expense	1,800.00
PLANNING BOARD	
Expense	750.00
Consultant	
FINANCE COMMITTEE	
Clerk	1,200.00
Expense	324.00
PERSONNEL BOARD	
Salary	2,360.00
Expense	550.00
LAW DEPARTMENT	
Town Counsel's Professional Services	40,000.00
Town Counsel's Expenses	2,500.00

BUILDING MAINTENANCE

Salaries	30,578.00
Expense	55,869.00

On motion of John H. Crooker it was voted that this meeting stand adjourned until Thursday, May 15, 1975, at 8:00 P.M., to meet in Memorial High School Auditorium.

Meeting adjourned at 10:50 P.M.

170 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting
May 15, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P.M.

The invocation was given by Rev. Ward M. Coleman of the Old South Church., followed by the Pledge of Allegiance to the Flag.

On motion of Robert S. Cummings it was voted to lay Article 4 on the table.

The Town Clerk read the Notice and his Return on posting Notice of Proposed Reconsideration of Article 56, in accordance with Article II, Section 4, of the General By-Laws of the Town.

It was moved by Gail F. Wood that the following vote under Article 56, passed at the Adjourned Annual Town Meeting held on May 12, 1975, be reconsidered:

ARTICLE 56. On motion of Philip R. White, Jr., it was voted that the Board of Selectmen be and they hereby are authorized and em-

powered to grant to a non-profit corporation to be established by the members of the Committee for Housing for the Elderly, First Congregational Church of Reading upon such terms and conditions as they shall determine the following town-owned parcels of land more particularly described and shown on the Assessors' Maps as follows:

Plat 62, Lot 1, Lot 6, Lot 6A, Lot 7
Lot 7A, Lot 8, Lot 9, Lot 10 and Lot 11.

107 voted in the affirmative
51 voted in the negative

This motion to reconsider Article 56 failed to pass.

62 voted in the affirmative
84 voted in the negative

On motion of Ara A. Karakashian it was voted to take Article 2 from the table.

ARTICLE 2. Ara A. Karakashian presented the following report as a point of personal privilege:

During the past two years I have devoted a good deal of time reading regulations designed to implement educational legislation enacted by the Great and General Court of this Commonwealth of Massachusetts. I have not only read and agonized over some of these proposed regulations, but I have also attended hearings and written letters protesting their adoption by the State Board of Education. I have found that testifying at hearings and written letters by educators acting as individuals or as representatives of state-wide organizations have had very little effect in changing proposed regulations before they have taken on the force of law. Instead, it is my impression that public hearings have been held only to satisfy the letter of the law requiring the holding of public hearings. Somehow, despite attempts to make it appear as if the opinions, criticisms and recommendations of all interested parties or organizations are being solicited with serious intent, the final version of the proposed regulations always seem to carry a strong bias in favor of a relatively small group of vested-interest insiders. It appears as if the staff lawyers at the State Department of Education favor the extreme Civil Liberties posture, and in their zeal to correct inequities that have existed primarily in large urban areas, they choose to assume all communities quilty of unfair educational practices. The regulations which they promulgate are so profuse, so prescriptive and so restricted that they create a bureaucratic nightmare in our schools. In most cases the regulations go far beyond the original intent of the laws as enacted by the

legislature and well beyond the bounds of common sense and good reason. They overturn the critical balance that should be maintained between the rights of individuals and the common good or the general welfare. In the past, it has been accepted tacitly by most of us that it was central to the educational process that the individual learn to adapt to his environment. Now the regulations are forcing that segment of society which is the public school system to adapt itself to every individual pupil. I propose that this is impossible unless the entire delivery system of public services is overhauled and reorganized at both the state and local levels. In short, if the local school committee is to be held responsible for all aspects of the individual pupil's growth, physical, emotional, social, vocational as well as intellectual, then the school committee should have direct control or access into those other community agencies or institutions which provide social services.

I have no argument with the basic intent of such laws as Chapter 766 of the Acts of 1972, Chapter 622 of the Acts of 1971, or the provisions primarily of Chapters 71 and 71B as they pertain to student records. The main intent of Chapter 766 is laudable — it seeks to improve the identification of pupils who have real learning handicaps that prevent or hinder them in making normal progress in the regular classroom and to prescribe reasonable educational programs for them. It seeks to integrate handicapped students into the mainstream of school life in their home communities by providing whatever support services they may need. The basic intent of Chapter 622 is equally laudable in that it seeks to provide equal access into all public education without regard to race, color, sex, religion, etc. The basic intent of the regulation pertaining to student records is to protect the privacy of the individual by preventing unnecessary and/or careless collection of dissemination of data that might not serve the best interests of the student.

I will not try to show how some of the regulations that have been written to implement these laws put school personnel, and indirectly the taxpayers, who pay the bills in a position of great disadvantage.

At the present time, a school age child (age 3 up to birthday 22) may be referred for a CORE evaluation under Chapter 766 by almost anyone. No rationale is required for a referral. School officials may try to dissuade parents from asking for a CORE evaluation for a child whose school record does not suggest any special need, but the school must initiate the CORE evaluation process within five days if the parent insists. As a matter of fact, although the school might recommend only an intermediate (or less extensive) evaluation, the parent is actually urged to ask for a full CORE evaluation in one of the standard forms which must be sent to him. Further, an intermediate evaluation cannot take place unless the parent waives the right to a full CORE evaluation in writing.

Full CORE evaluations require a team of at least five professional educators making visits, observations, assessments and meeting together to pool their findings to see if the pupil being evaluated does indeed have a special need. If the pupil is found to have a special need, the CORE evaluation team must then write an educational plan for the pupil according to a rigid set of directions, which must be presented to the parents within 10 days. Essentially the parents have three options when they are presented such an educational diagnosis and prescription.

1. They may accept the findings of the CET and the proposed educational plan.

2. They can choose to postpone their decision until the completion of an independent evaluation which the town must pay for if it is done as a facility approved by the Regional Review Board.

3. They may reject the findings or the plan proposed by the CET and indicate whether they want an independent evaluation or appeal to the Regional Branch Office of the Bureau of Guild Advocacy, either with or without a request for a hearing.

If the parents are still unhappy with the results of a hearing at the Regional Bureau of Child Advocacy, and the decision of the hearing officer, they may then appeal to the State Advisory Commission, and if they are dissatisfied with the decision of the S.A.C. they can then carry their appeal to the Superior Court. **The school and the taxpayers who support the school do not have the same rights of appeal.**

Although the original intent of Chapter 766 is to integrate pupils in need of special education into the regular classroom as much as possible, we have encountered several cases where parents have demanded CORE evaluations for the sole purpose of having the town pay the tuition and related costs for the placement of their children into day schools and residential school programs. In such cases, persons with vested interests in the school(s) where placements were sought were called upon to testify as "expert" consultants and were allowed to do so.

There is no question in my mind that Chapter 766 has contributed a great deal in providing needed support services to the children of Reading with special needs. From my vantage point, I think the professional staff specialists and regular classroom teachers, guidance counselors and administrators have responded superbly to the demands placed on them. I think Dr. Alexanian, our director of pupil personnel services and administrator of special education, has done an outstanding job in a very difficult and demanding position. I think the expenditures that have been made this year and that are requested for next year are

reasonable and justified in the light of services we should be providing our normal as well as special students. But I look at the future with considerable trepidation. I question the degree to which we can provide one-to-one instruction in our schools. I am most uncomfortable when I think of the possibility that the normal educational process would grind to a halt under the weight of unreasonable demands for CORE evaluations and successive appeals and continual reviews. I become most unhappy at the thought that appeal decisions could force the town to pay thousands of dollars for the placement of students in day or residential programs for questionable reasons. I hope that the workload of CORE evaluations will be reduced to a level that will not effect the total educational program adversely. In this last aspect the bureaucracy of 766 demanded twenty to seventy percent of most elementary school principals' time during the better part of this year. One junior high school principal estimates that 20% of his time and 60% of his guidance counselor's time has been devoted to Chapter 766 work. At the high school, the three assistant principals, the six guidance counselors, our generic teacher and school nurse have been involved in processing nearly 60 referrals for CORE evaluations. Teachers and students needing to converse with these people during and after school have often found them unavailable because of CORE evaluation meetings, etc.

Turning to Chapter 622 I will confine my comments to the adverse effect that the final version of the regulations will have on girls' athletics. Under these regulations, the school may offer two separate teams in every interscholastic sport, one for boys and one for girls. It is not likely that the town will support separate football teams, separate field hockey teams, separate wrestling teams, etc. The only other alternative is that there be a single team with equal access for both sexes. If this were to happen and boys opted to go out for traditional girls' sports, then it would not be long before few if any girls would be competing in interscholastic athletics.

The regulations with regard to student records require notification of all students, 14 years of age on, and their parents of the new regulations, notification of students and parents annually when and how tests and other data-gathering devices will be used in the schools during a given year, the keeping of logs recording every instance of where and what part of the student's record has been disseminated to a third party, etc., etc. In the case of a pupil transferring, withdrawing or graduating from a school, he and his parents would have to be notified in writing that his temporary record will be destroyed in five years. The regulations specify what can or cannot be recorded on the student's permanent record card or transcript which must be kept for 60 years. This will necessitate changing the format of cards and gummed labels that we use presently. Students and parents have the right not only to inspect the

school records but request additions or deletions to these records with appeal procedures from principal to superintendent to school committee. I could go on and on. I mentioned the bureaucratic nightmare earlier. Unless the unreasonable regulations are changed, either one of two things will happen. Administrators and their staffs will be so tied up in red tape that services to students will be curtailed or additional clerks, etc. will have to be hired to handle the extra volume of paper work.

How can the unreasonable regulations be changed? I wish there were a quick and easy answer, but I don't think there is. The whole purpose of my talk has been to alert you to the conditions that surround us. I think that it will take a large, well-organized lobby of informed citizens to make its influence felt, first on the State Board of Education, and that failing, on the legislature itself.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

On motion of Charles W. Chisholm it was voted to take Article 3 from the table.

ARTICLE 3. On motion of Charles W. Chisholm it was voted that the Town adopt the following Resolution:

RESOLUTION

That the Town Meeting of Reading commend President Ford's swift and decisive action and that of the United States Armed Forces in their heroic efforts in the recovery of the crew and the United States merchant ship, Mayaquez, from the island of Kon Tang, captives of an act of Piracy on the high seas.

On motion of Robert S. Cummings it was voted to lay Article 3 on the table.

On motion of Robert S. Cummings it was voted to take Article 4 from the table.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of One Hundred Fifty-three Thousand Six Hundred Ninety-three Dollars ($153,693.00) be transferred from Federal Revenue Sharing Fund (P.L. 92-512) and that the sum of Five Hundred Eighteen Thousand Ninety-eight Dollars ($518,098.00) be raised from the tax levy and that said sums totalling Six Hundred Seventy-one Thousand Seven Hundred Ninety-one Dollars ($671,791.00) be appropriated for Police

Department Salaries, and the Town Accountant be, and he hereby is, authorized, empowered and instructed to make such transfer to carry out the purpose of this vote.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of One Hundred Thousand Dollars ($100,000.00) be transferred from Federal Revenue Sharing Fund (P.L. 92-512) and that the sum of Six Hundred Six Thousand Six Hundred Nineteen Dollars ($606,619.00) be raised from the tax levy and that said sums totalling Seven Hundred Six Thousand Six Hundred Nineteen Dollars ($706,619.00) be appropriated for Fire Department Salaries, and the Town Accountant be, and he hereby is authorized, empowered and instructed to make such transfer to carry out the purpose of this vote.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of Two Hundred Nineteen Thousand Eight Hundred Forty Three Dollars ($219,843.00) be raised from the tax levy and appropriated for Protection of Persons and Property as follows, each item being considered as a separate appropriation:

Police Department Maintenance (including out-of-state travel not to exceed $400)	$51,300.00
Police Department Traffic Control—Schools	42,900.00
Fire Department Maintenance (including out-of-state travel not to exceed $200.)	28,350.00
Hydrant Rental	26,240.00
Fire Alarm Salaries	7,650.00
Fire Alarm Expense	4,200.00
Building Inspector's Department	
Salaries	24,341.00
Expense	3,370.00
Sealer of Weights & Measures Salary	1,457.00
Sealer of Weights & Measures Expense	405.00
Dog Officer Salary	12,205.00
Civil Defense Salary & Expense	3,580.00

Conservation Commission	
Salaries	11,500.00
Expense	2,345.00

ARTICLE 4. On motion of James J. sullivan, Jr., it was voted that the sum of Five Thousand Twenty Dollars ($5,020.00) be transferred from Enforcement of Leash Law and be appropriated for the Dog Officer's Expenses, and the Town Accountant be, and he hereby is, authorized, empowered and instructed to make such transfer to carry out the purpose of this vote.

ARTICLE 4. On motion of Richard J. Ogden it was voted that the sum of One Hundred Thousand Nine Hundred Dollars ($100,900.00) be raised from the tax levy and appropriated for Health and Sanitation as follows, each item being considered a separate appropriation:

Board of Health Salaries	$22,761.00
Board of Health Expense	900.00
Animal Inspector Salary & Expense	550.00
Care of Contagious Diseases	5,000.00
Fluoridation	3,700.00
Mosquito Control	7,300.00
Child Welfare	2,270.00
East Middlesex Mental Health Assoc.	30,000.00
735 Program	28,419.00

ARTICLE 4. On motion of Richard J. Ogden it was voted that the sum of Six Thousand Five Hundred Fifteen and 75/100 Dollars ($6,515.75) be transferred from Veterans' Benefits Aid 1974 Appropriation and that the sum of One Hundred Five Thousand Six Hundred Ten and 25/100 Dollars ($105,610.25) be raised from the tax levy and that such sums totalling One Hundred Twelve Thousand One Hundred Twenty-six Dollars ($112,126.00) be appropriated for Veterans' Benefits as follows, each item being considered a separate appropriation; and that the Town Accountant be, and he hereby is, authorized, empowered and instructed to make such transfer to carry out the purpose of this vote.

Administrative Salaries	$16,292.00
Administrative Expense	1,654.00
Veterans' Aid	94,180.00

ARTICLE 4. On motion of Clifford P. Wadman it was voted that the sum of Four Thousand Dollars ($4,000.00) be transferred from Cemetery Reserve and the sum of Thirty Five Thousand Dollars ($35,000.00) be transferred from the Cemetery Request Fund and that

the Town Accountant be, and he hereby is, authorized, empowered and instructed to make transfers to carry out the purpose of this vote, and that the sum of Thirty Five Thousand Four Hundred Dollars ($35,400.00) be raised from the tax levy, and that such sums totalling Seventy Four Thousand Four Hundred Dollars ($74,400.00) be appropriated for the Cemetery Department, each item being considered as a separate appropriation:

Salaries	$63,400.00
Maintenance	11,000.00

ARTICLE 4. On motion of Frank E. Graupner it was voted that there be included in the tax levy for electricity used for street lights, the sum of Seventy Three Thousand Five Hundred Twenty Dollars ($73,520.00) and that said sum and the income from sales of electricity to private consumers and for electricity supplied to municipal buildings and for municipal power, and from sales of appliances and jobbing during the current fiscal year to be appropriated for the Municipal Light Plant and that the sum of Twenty Thousand Dollars ($20,000.00) be appropriated from the said receipts of the Department for the sale, installation and service of merchandise, equipment, utensils and chattels, as provided in Section 34 of Chapter 164 of the General Laws, said appropriation to be expended by the Manager of the Municipal Lighting Plant under the direction and control of the Municipal Light Board for the expense of the plant, including payment of Bonds and Notes, the sale, installation and servicing of merchandise, equipment, utensils and chattels as defined in Chapter 164, Section 57 of the General Laws, or any amendments thereof or additions thereto and that if said sum of Seventy Three Thousand Five Hundred Twenty Dollars ($73,520.00) and said income shall exceed said expense for said fiscal year, such excess up to the amount of 50% of the net profit from operations as of December 31, of the preceding year as defined in Chapter 164 of the General Laws, such amount shall be paid 50% in June and 50% in December of the current year, into the Town Treasury and the balance if any shall be transferred to the Construction Fund of said Plant and appropriated and used for such additions thereto as may thereafter be authorized by the Municipal Light Department.

ARTICLE 4. On motion of Edward F. Fuller, Jr., it was voted that the sum of One Hundred Ninety Five Thousand Six Hundred Seventy Three and 06/100 Dollars ($195,673.06) be raised from the tax levy and that the sum of Sixteen Thousand Nine Hundred Four and 26/100 Dollars ($16,904.26) be transferred from the State Aid for Libraries Reserved, and that the sum of Four Thousand Seven Hundred Twenty Two and 68/100 Dollars ($4,722.68) be transferred from the

County Dog License Account, and that the Town Accountant be, and he hereby is, authorized, empowered and instructed to make such transfers to carry out the purpose of this vote, and that said sums totalling Two Hundred Seventeen Thousand Three Hundred Dollars ($217,300.00) be appropriated for library purposes (including travel out-side the State not to exceed $300.) as follows:

Salaries	$146,480.00
Maintenance	70,820.00

ARTICLE 4. On motion of Duane B. Heineck it was voted that the sum of Fifty Two Thousand One Hundred Ninety Eight Dollars ($52,198.00) be raised from the tax levy and appropriated for the Recreation Committee, each item being considered as a separate appropriation:

Salaries	$33,758.00
Expense	18,440.00

ARTICLE 4. On motion of Louis H. Martinage it was voted that the sum of Seven Million Forty-one Thousand Four Hundred Thirty-five Dollars ($7,041,435.00) be raised from the tax levy and appropriated for the School Department, and that the expenditure of Forty Thousand Dollars ($40,000.00) received or to be received under Public Law #874, and that the sum of One Hundred Forty-three Thousand Sixteen Dollars ($143,016.00) received or to be received from Chapter 506 METCO Funds, so-called, and that the sum of One Hundred Seventeen Thousand Two Hundred Sixty-two Dollars ($117,262.00) received from Chapter 71B to be applied to Special Needs Programs and that the said sums totalling Seven Million Three Hundred Forty-one Thousand Seven Hundred Thirteen Dollars ($7,341,713.00) be authorized and appropriated as follows:

General Salaries		$5,928,253.00	
Less: Chapter 506 Funds		63,000.00	$5,865,253.00
General Expense (including travel out-of-State not to exceed $4,305.)		1,112,002.00	
Less:			
Public Law 874 Funds	$40,000.00		
Chapter 506 Funds	80,016.00	120,016.00	991,986.00
Special Needs Expense		218,511.00	
Less: Chapter 71B Special Needs Funds		117,262.00	101,249.00
Cafeteria			49,573.00

Adult Education	12,295.00
Athletics	21,079.00
	$7,041,435.00

On motion of Robert S. Cummings it was voted that this meeting stand adjourned until Monday, May 19, 1975, at 8:00 P. M. to meet in the Reading Memorial High School Auditorium.

Meeting adjourned at 10:58 P. M.

166 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting

May 19, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham at 8:00 P. M.

The invocation was given by Rev. Robert D. Samuelson of the First Congregational Church, followed by the Pledge of Allegiance to the Flag.

ARTICLE 4. On motion of John B. Pacino it was voted that the sum of Two Hundred Twenty Eight Thousand Three Hundred Ninety Five Dollars ($228,395.00) be raised from the tax levy and appropriated for the Town's share of the costs of Operation and Maintenance of the Northeast Metropolitan Regional Vocational School

ARTICLE 4. On motion of John H. Russell, as amended by Elizabeth W. Klepeis, it was voted that the sum of One Million Two Hundred Seventy-Two Thousand Nine Hundred Eighty-One Dollars ($1,272,981.00) be raised from the tax levy and appropriated for the Board of Public Works as follows, each item to be considered as a separate appropriation:

Salaries for the Public Works Department	$753,413.00
Expenses (including out-of-state travel not to exceed $200.)	367,696.00
Snow & Ice Removal Salaries & Expense	151,872.00

ARTICLE 4. On motion of John H. Russell it was voted that the sum of Forty Six Thousand Two Hundred Dollars ($46,200.00) be transferred from Water Available Surplus and that the sum of Four Hundred Ten Thousand Nine Hundred Twenty-Four Dollars ($410,924.00) be raised from the tax levy and that such sums totalling Four Hundred Fifty Seven Thousand One Hundred Twenty Four Dollars ($457,124.00) be appropriated for the Board of Public Works as follows, each item being considered as a separate appropriation:

Salaries for Construction, Maintenance and Operation of Water Works	$172,409.00
Expenses for Construction, Maintenance and Operation of Water Works (including travel outside the State, not to exceed $200.)	284,715.00

ARTICLE 4. On motion of Richard J. Ogden it was voted that the sum of One Hundred Dollars ($100.00) be raised from the tax levy and appropriated for the operation of Drinking Fountains of the Town.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of One Million Five Hundred Fifty Eight Thousand Seven Hundred Ninety Seven Dollars ($1,558,797.00) be raised from the tax levy and appropriated for maturing debt and interest as follows, each item being considered as a separate appropriation:

School Maturing Debt	$575,000.00
School Interest	360,650.00
Water Maturing Debt	100,000.00
Water Interest	28,208.00
Sewer Maturing Debt	205,000.00
Sewer Interest	148,189.00
Incinerator Maturing Debt	75,000.00
Incinerator Interest	66,750.00

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the Town appropriate the sum of Fourteen Thousand Five Hundred Dollars ($14,500.00) from the tax levy for the purchase of an ambulance, said funds to be expended by the Board of Selectmen in conjunction and

subject to any grants or funds, which may be received from the State or Federal government.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of One Hundred Forty Two Thousand Dollars ($142,000.00) be raised from the tax levy, and that the sum of Forty One Thousand Dollars ($41,000.00) be transferred from the Municipal Light Department Operating and Maintenance Account, and that the sum of Ten Thousand Five Hundred Dollars ($10,500.00) be transferred from the Public Works Water Construction and Maintenance Approrpriation Account, and that the sum of Eight Thousand Five Hundred Dollars ($8,500.00) be transferred from the Sewer Maintenance and Operation Expense Appropriation and that such sums totalling Two Hundred Two Thousand Dollars ($202,000.00) be appropriated for all insurance, except Group Insurance for Town employees, and that the Town Accountant be, and he hereby is, authorized, empowered and instructed to transfer said sum to carry out the purpose of this vote.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of Two Hundred Eleven Thousand Sixty One and 57/100 Dollars ($211,061.57) be raised from the tax levy, and that the sum of Eighteen Thousand Six Hundred Twenty and 31/100 Dollars ($18,620.31) be transferred from the Municipal Light Department Operating and Maintenance Account, and that the sum of Twenty Seven Thousand Two Hundred Twenty Two Dollars ($27,222.00) be transferred from the Group Insurance Dividend Account, and that said sums totalling Two Hundred Fifty Six Thousand Nine Hundred Three and 88/100 Dollars ($256,903.88) be apporpriated for group life insurance, group accidental death and dismemberment, insurance for Town employees, in accordance with the provisions of Chapter 32B of the General Laws, and that said sum be expended by and under the direction of the Board of Selectmen, and that the Town Accountant be, and he hereby is, authorized, empowered and instructed to transfer said sum to carry out the purpose of this vote.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of One Hundred Seventy Five Thousand Seven Hundred Fifty Eight and 77/100 Dollars ($175,758.77) be raised from the tax levy, and that the sum of Two Hundred Fifty Four Thousand Five Hundred Dollars ($254,500.00) be transferred from Available Free Cash, and that the sum of Fifty Five Thousand Nine Hundred Thirty Four and 36/100 Dollars ($55,934.36) be transferred from the Municipal Light Department Operating and Maintenance Account, and that the Town Accountant be, and he hereby is, authorized, empowered and instructed to make such transfer to carry out the purpose of this vote, and that said sums totalling Four Hundred Eighty Six Thousand One Hundred Ninety

Three and 13/100 Dollars ($486,193.13) be appropriated for the Contributory Retirement System.

ARTICLE 4. On motion of James J. Sullivan, Jr., it was voted that the sum of Sixty Five Thousand Six Hundred Nine Dollars ($65,609.00) be raised from the tax levy and appropriated for non-contributory pensions and annuities and that the Town Accountant be authorized to expend such sums for that purpose.

ARTICLE 58. To see if the Town of Reading will vote to amend the Zoning Map of the Town of Reading by changing the area hereinafter described from Residence A-1 to a new district to be known as Residence A-1A.

A certain Parcel of Land being bounded and described as follows:

Northerly: on five (5) courses by land now or formerly of Reading Greenhouses, Inc., Three Hundred and 25/100 (300.25) feet, Four and 14/100 (4.14) feet, One Hundred Eleven and 89/100 (111.89) feet, Forty-eight and 67/100 (48.67) feet, and One Hundred Seven and 89/100 (107.89) feet,

Northeasterly: On three (3) courses by land now or formerly of Richard and Walter Gray, Trustees, Pine Avenue, William S. Geary et ux and Helga Fransen et ux, and Park Avenue, Two Hundred Four and 18/100 (204.18) feet, Two Hundred Thirty-two and 98/100 (232.98) feet, and Seven and 14/100 (7/14) feet,

Northeasterly: Again by land now or formerly of Dana Realty Inc. on two (2) courses, Two Hundred Fifty-six (256) feet and One Hundred Fifty-two (152) feet,

Southerly: By Percy Avenue Thirty-two (32) feet,

Easterly: By Percy Avenue Forty (40) feet,

Southerly: By land now or formerly of Robie on two (2) courses, One Hundred Fifty-three and 37/100 (153.37) feet and Ninety-seven and 57/100 (97.57) feet,

Easterly: By land of said Robie on three (3) courses, Twenty-three and 36/100 (23.36) feet, Seventeen and 64/100 (17.64) feet, and Forty-three and 42/100 (43.42) feet,

Northerly: By land of said Robie One Hundred Twenty-six and 80/100 (126.80) feet,

Easterly: By land of said Robie and land of Thomas P. Delaney, Twelve (12) feet, and Sixty-five and 27/100 (65.27) feet respectively,

Southerly: By Pinevale Avenue on three (3) courses, Thirty-one and 02/100 (31.02) feet, Eighty-six and 41/100 (86.41) feet and Seventy-three and 38/100 (73.38) feet,

Easterly: By land now or formerly of James A. Russell et ux on four (4) courses, Twenty-nine and 05/100 (29.05) feet, One Hundred Nineteen and 11/100 (119.11) feet, Thirty-nine and 70/100 (39.70) feet, and One Hundred Eleven and 69/100 (111.69) feet,

Southerly: By land of said Russell on two (2) course, One Hundred Sixty-two and 49/100 (162.49) feet and Sixty-seven and 73/100 (67.73) feet,

Easterly: By land of said Russell One Hundred Eighty-seven and 27/100 (187.27) feet,

Southerly: By land now or formerly of Olive K. Miksen, Two Hundred Five and 40/100 (205.40) feet,

Southwesterly: By land now or formerly of Charles M. Byron and Edward G. Hout et ux, Phyllis Morand and Carl E. Anderson et ux on three (3) courses, Two Hundred Seven and 53/100 (207.53) feet, Seventy-nine and 52/100 (79.52) feet, and Two Hundred Thirty-nine and 86/100 (239.86) feet,

Northwesterly: By land now or formerly of said Anderson on five (5) courses, Nineteen and 59/100 (19.59) feet, One Hundred Sixty-five and 04/100 (165.04) feet, One Hundred Eighty and 14/100 (180.14) feet, Two Hundred Sixty-one and 02/100 (261.02) feet, and Eighty-five and 91/100 (85.91) feet,

All measurements being more or less, said parcel containing 14.5 acres more or less.

Meaning and intending to include Lots 37, 37B, 39, 39A and part of Lot 57, as shown on Town of Reading Assessors Plat No. 35, all of said parcels being owned by Dana Realty, Inc.

Further to amend the Definitions by including a new Paragraph 3B. "A lot in a Residence A-1A District is a parcel of land occupied or

designed to be occupied by the principal building consisting of four (4) single-family attached units with a single or separate owner of each unit and common ownership of land areas, and the accessory buildings incidental to their use or operation including the open spaces as are designed and arranged to be used in connection with such units."

An further to amend the Definitions by including a new Paragraph 7B. "A Townhouse of four (4) units per building is a detached dwelling arranged, intended or designed to be occupied by four (4) individual families."

An further to amend Part I, Section I, by inserting a new Paragraph 1B. "Residence A-1A Districts (one Townhouse building of four (4) units per building, 40,000 square feet lot areas."

And further to amend Part I, Section II, the map to include the new zone area A-1A.

And further to amend Part I, Section IV, by inserting a new Paragraph 3. "All Townhouses of four (4) single-family units per building in Residence A-1A District shall meet the following requirements:

a. Minimum lot size — 40,000 square feet;

b. Maximum lot coverage of building 25 percent;

c. Gross floor area shall not exceed 40 percent of the lot;

d. Minimum yard requirements — no building shall extend nearer to any street line, lot line or zoning district line than thirty (30) feet;

e. Parking Areas:

1. Shall be provided in Section XX;
2. All parking shall be located in front of the principal building for each lot;
3. No driveways or private roadways shall extend to rear of principal building.

f. Minimum landscaped area 25 percent of gross lot area;

g. Maximum height of building — 35 feet;

h. Remainder of lot to be conserved as open space.

And further to amend Part I, Section V, by inserting a new Paragraph 1B. "In any Residence A-1A District the erection or use of

any principal building except as a four (4) single-family unit attached Townhouse is specifically prohibited."

And further to amend Part I, Section VI by inserting a new Paragraph 1B. "In Residence A-1A Districts no principal building shall be erected unless there be provided for each such building a lot area of not less than 40,000 square feet."

And further to amend Part I, Section VI, Paragraph 4A, to include new "Residence A-1A District."

And further to amend Part I, Section VII, Paragraph 2, to include new "Residence A-1A District."

And further to amend Part I, Section VIII, Paragraph 1, by including the new "Residence A-1A District."

On motion of William C. Bliss it was voted that this Article be indefinitely postponed.

On motion of Curt E. Nitzsche it was voted to take Article 2 from the table.

ARTICLE 2. The following report was read by Curt E. Nitzshe, Chairman of the Planning Board:

Pursuant to Chapter 40A, Section 6, of the General Laws, a public hearing was held at the Community Center on Tuesday, April 15, 1975, at 7:50 P. M., regarding a change in the Zoning By-Laws which would clarify what constitutes a two-family dwelling. This Article would allow a family to furnish room and board to not more than three unrelated persons, who are not merely transient or casual customers. The Building Inspector thereby would have a clearer distinction between a two-family dwelling and a boarding house.

The hearing was short. No objections were voiced. The hearing was attended by four (4) persons.

Upon deliberation, the Planning Board was unable to envision conditions under which this provision might be detrimental to the welfare, health and convenience of the public.

Accordingly, the Planning Board urges Town Meeting's acceptance of the proposed changes.

CURT E. NITZSCHE, Chairman
MELVIN E. JONES
MAUREEN T. O'BRIEN
JOSEPH C. STURM

This report was accepted as a report of progress.

On motion of Curt E. Nitzsche it was voted to lay Article 2 on the table.

ARTICLE 59. On motion of Richard J. Ogden, as amended by William H. Diamond, it was voted that Article 59 be amended by inserting after the word "rooms" in the fifth line thereof the following words: "located within and forming an integral part of said dwelling" so that the amended zoning by-law (being paragraph 2.b. of Section XVI of Part II) shall read as follows:

b. The renting, by a family living in a dwelling in a residence district, of rooms located within and forming an integral part of said dwelling, and the furnishing of table board to persons who are not merely casual or transient customers, provided that not more than three such persons shall be permitted per family.

139 voted in the affirmative
0 voted in the negative

ARTICLE 60. Richard J. Ogden moved that the Town vote to amend the Building Code Fee Schedule to provide that the fee for any inspections required under Section 111.43 of the State Building Code, as amended shall be Twenty-five Dollars ($25.00).

This motion did not pass.

ARTICLE 61. To see if the Town will vote to amend the Zoning By-Laws by adding the following sentence at the end of paragraph number 2 of Section XXI of Part IV thereof:

The fee for such permit shall be $25.00, or take any other action with respect thereto.

On motion of James J. Sullivan, Jr., it was voted that this Article be indefinitely postponed.

On motion of Curt E. Nitzsche it was voted to take Article 2 from the table.

ARTICLE 2. The following report was read by Curt E. Nitzsche, Chairman of the Planning Board:

Pursuant to Chapter 40A, Section 6, of the General Laws, a public hearing was held at the Community Center on Tuesday, April 15, 1975, at 8:10 P. M., regarding a change in the Zoning By-Laws, which would provide the Building Inspector with a more definitive avenue of legal action to be taken against violators of Section XXI of the Zoning By-Laws.

The hearing was short. No objections were voiced. The meeting was attended by four (4) persons.

Upon deliberation, the Planning Board was unable to envision conditions under which the provisions of this revision might be detrimental to the welfare, health and convenience of the public.

Accordingly, the Planning Board urges Town Meeting's acceptance of the proposed change.

CURT E. NITZSCHE, Chairman
MELVIN E. JONES
MAUREEN T. O'BRIEN
JOSEPH C. STURM

This report was accepted as a report of progress.

On motion of Curt E. Nitzsche it was voted to lay Article 2 on the table.

ARTICLE 62. On motion of James J. Sullivan, Jr., it was voted that the Town vote to amend the Zoning By-Laws by deleting Paragraph 5 of Section XXI of Part IV and substitute therefor the following:

5. Whoever violates any provision of this By-Law shall be punished by a fine not exceeding Fifty Dollars ($50.00) for each offense and each day that such a violation continues shall constitute a separate offense. Upon any well founded information that this By-Law is being violated, or upon his own initiative, the Building Inspector with the approval of the Selectmen shall take immediate steps to enforce this By-Law, including making complaint in the Fourth District Court of Eastern Middlesex held at Woburn.

139 voted in the affirmative
0 voted in the negative

ARTICLE 63. To see if the town will authorize the Board of Selectmen to accept a gift of land or to purchase land on Washington Street adjacent to Parker Tavern and to transfer care, custody and control of said land to the Board of Public Works and raise by borrowing, or from the tax levy, or transfer from available funds, or otherwise, and appropriate a sum of money for such purchase and for the construction of a parking lot thereon or take any other action with respect thereto.

On motion of James J. Sullivan, Jr., it was noted that this Article be indefinitely postponed.

ARTICLE 64. On motion of Maurice C. Proctor, Jr., it was voted that the Town raise from the tax levy and appropriate the sum of Nine Thousand Two Hundred Dollars ($9,200.00) for the financing of projects sponsored by the Reading Bicentennial Commission.

ARTICLE 65. On motion of Clifford P. Wadman it was voted that the Town accept Section 73A of Chapter 272 of the General Laws of Massachusetts.

ARTICLE 66. On motion of Clifford P. Wadman it was voted that the Town raise from the tax levy Twenty Five Thousand Dollars ($25,000.00) and transfer Five Thousand Dollars ($5,000.00) from the Cemetery Reserve Fund and appropriate the said sums totalling Thirty Thousand Dollars ($30,000.00) for the continued development of Forest Glen and Charles Street Cemeteries, including site clearing, the construction of drainage, the extension of road systems, the water systems and the preparation of Lots for sale.

ARTICLE 67. On motion of Clifford P. Wadman it was voted that the Town raise from the tax levy and appropriate the sum of One Thousand Six Hundred Dollars ($1,600.00) for salaries, maintenance and care of Soldier's Graves.

ARTICLE 68. On motion of Clifford P. Wadman it was voted that the Town raise from the tax levy and appropriate the sum of Nine Hundred Twenty Five Dollars ($925.00) for the purpose of erecting additional fencing at and on Forest Glen Cemetery along the rear Lot lines of No. 46 and 52 Putnam Rd.

ARTICLE 69. On motion of James J. Sullivan, Jr., it was voted that the Town vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1975, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one (1) year, and to renew any note

or notes as may be given for a period of less than one (1) year in accordance with General Laws, Chapter 44, Section 17.

ARTICLE 70. On motion of Elizabeth W. Klepeis it was voted that the Town raise from the tax levy One Hundred Seventeen Thousand Two Hundred Dollars ($117,200.00) and transfer Fifty Seven Thousand Eight Hundred Dollars ($57,800.00) from Overlay Surplus Reserve and appropriate the sum of One Hundred and Seventy Five Thousand Dollars ($175,000.00) to the Reserve Fund for expenditures under the direction of the Finance Committee.

ARTICLE 71. On motion of Marvin M. Rosenthal it was voted that the Town raise from the tax levy and appropriate the sum of Twelve Thousand Eight Hundred Dollars ($12,800.00) for the purpose of operating a youth program and/or Reading Youth Center at the Reading Community Center to be expended under the direction of the Recreation Committee.

ARTICLE 72. To see what sum the Town will raise by borrowing or from the tax levy, or transfer from available funds or otherwise and appropriate for the Board of Assessors to publish for general circulation its valuation lists for real estate for the 1976 fiscal year as voted at Town Meeting on March 20, 1972, or take any other action with respect thereto.

On motion of Robert I. Nordstrand it was voted that this Article be indefinitely postponed.

On motion of James J. Sullivan, Jr., it was voted that this meeting stand adjourned until Thursday, May 22, 1975, at 8:30 P. M., to meet in Memorial High School Auditorium.

Meeting was adjourned at 10:58 P. M.

160 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting

May 22, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:30 P. M.

The invocation was given by Rev. Paul E. Barnes of the First Congregational Church, followed by the Pledge of Allegiance to the Flag.

ARTICLE 73. To see if the Town will petition the Great and General Court to pass a special act to allow the Town to amend its by-laws in the following manner, or what the Town will do in relation thereto.

Add to Article I, Town Meeting, Section 1, the following sentence after the last sentence in the existing section:

The order in which the names of candidates for a designated office shall appear on the ballot for the Annual Town Election shall be determined by lot.

Add to existing Article VIII, Town Clerk, the following new section:

Section 7. Three days after the final date and time for the filing of nomination papers for the Annual Town Election, the Town Clerk shall conduct a public lottery for the purpose of determining the order in which names of candidates shall appear on the ballot. The time and place for the lottery shall be published in a newspaper of General circulation in the Town at least fourteen days prior to the final date for the filing of nomination papers. The results of the Ballot Lottery shall be posted and published no later than ten days after the actual lottery.

On motion of Frank A. Smith, Jr., it was voted that the subject matter of this Article be referred to the Charter Commission.

ARTICLE 74. On motion of James R. Boucher it was voted that the Town raise from the tax levy and appropriate the sum of Eight Thousand Dollars ($8,000.00) for the Conservation Fund for Conservation purposes under Massachusetts General Laws, Chapter 40, Section 8C, as amended.

On motion of Curt E. Nitzsche it was voted to take Article 2 from the table.

ARTICLE 2. The following report was read by Curt E. Nitzsche, Chairman of the Planning Board(

Pursuant to Chapter 40A, Section 6, of the General Laws, a public hearing was held at the Community Center on Tuesday, April 22, 1975, at 7:30 P. M., regarding a change in the Zoning By-Laws with the addition of the "Wet Lands Protection District".

The hearing was long and orderly. Few objections were voiced. The hearing was attended by 155 persons. Approximately 150 were in favor and 5 were non-committal.

Upon deliberation the Planning Board has found that this Article further complements the Town's flood plain Zoning By-Laws by addressing the wet lands and streams that are presently excluded.

Therefore, the Planning Board recommends Town Meeting's acceptance of Article 80.

CURT E. NITZSCHE, Chairman
MELVIN E. JONES
MAUREEN T. O'BRIEN
JOSEPH C. STURM

This report was accepted as a report of progress.

On motion of Curt E. Nitzsche it was voted to lay Article 2 on the table.

On motion of James R. Boucher it was voted to take up Article 80 in advance of its order.

ARTICLE 80. James R. Boucher moved that the Town vote to amend the Zoning By-Laws and Zoning Map by making the following changes:

1. By adding the following new definitions to the section entitled Definitions:

"25. A "Wetlands Protection District" is a district which includes those lands which are outside the Flood Plain District but are subject to seasonal or periodic wetness."

"26. A "watershed" is an area drained by a stream or stream system."

2. By adding to Part I: Districts, in Section 1 thereof, a new class of district as follows:

"11. "Wetlands Protection District (New Dwellings prohibited, except receipt of a special permit)."

3. By adding to Part I: Districts, in Section II thereof, a new paragraph as follows:

"Where boundaries of the Wetlands Protection District are indicated, the lines shall be contours based on the mean sea level datum; setbacks from the banks of all watercourses (natural or man-made) not otherwise within contour lines; and setbacks from streets and other features all as defined on the map entitled, "Wetlands Protection District, Reading, Massachusetts, 1972."

4. By adding to Part I: Districts, in Section III thereof, a new subsection after 3E as follows:

"3F. In Wetlands Protection Districts all uses other than as described in Section XXVI are prohibited, except when a special permit is granted by the Board of Appeals. Uses allowed under such permit shall be only as described in Section XXVI, Paragraph 5."

5. By adding to Part VI: Special Districts, a new Section XXVI: Wetlands Protection District as follows:

SECTION XXVI — Wetlands Protection District

1. Purposes — In addition to the purpose in Section I of this By-Law, the purposes of this district are:

a. To provide that lands in the Town of Reading subject to seasonal or periodic flooding as described hereinafter shall not be used for residence or other purposes in a manner as to endanger the health or safety of the occupants thereof or the public generally or to burden the public with costs resulting from the unwise individual choices or land use.

b. To protect, preserve and maintain the water table and water recharge areas within the Town so as to preserve present and potential water supplies for the public health and safety of the Town and the Town and the Metropolitan area.

c. To assure the continuation of the natural flow pattern of the water courses within Reading and to preserve natural flood water storage areas so as to protect persons and property against the hazards of flood inundation.

2. Location — The locations and boundaries of the Wetlands Protection District are shown on a map entitled "Wetlands Protection District, Reading, Mass., 1975." (consisting of 39 sheets) which is hereby made a part of this By-Law and which is on file in the office of the Town Clerk. Said District shall include all those areas identified on said map including those areas specifically described as follows:

a. All that land bordering any natural water body that lies within a horizontal distance of twenty-five (25) feet from the mean high water line except as otherwise defined on the Wetlands Protection District Map. The mean high water line is defined (1) at a waterbody as the elevation where vegetation changes from predominantly terrestial and (2) along a brook, river or stream the elevation on the bank of a channel at which the annual high water has left a definite mark;

b. All waterbodies encircled by boundary lines of the District;

c. All that land along certain unnamed brooks that lies within a horizontal distance of twenty-five (25) feet from the mean high water line along each bank thereof except as otherwise defined on the Wetlands Protection District Map; and

d. All those wetlands which may be described as upland swamps or marshes which lie at the source of the brooks or the tributaries or which lie in surface depressions with or without drainage outlets, as defined on the Wetlands Protection District Map.

3. Use Regulations — The Wetlands Protection District shall be considered as overlying other districts established by this by-law. Any uses permitted in the portion of the districts so overlaid shall be permitted except that:

a. No new building or structure shall be erected or constructed;

b. No existing building or structure shall be moved, altered or enlarged so as to increase its ground coverage by more than a total of twenty (20) percent; and

c. No dumping or filling or relocation of earth materials shall be permitted.

In addition, the following uses shall be permitted in the District subject specifically to paragraphs 3. a., b. and c. above, except that paragraph c. will not apply to paragraphs (7) and (8) below provided that prior approval of the Conservation Commission under the provisions of General Laws, Ch. 131, Section 40, has been given:

(1) Uses directly related to the conservation of water, plants and wildlife.

(2) Outdoor recreation activities and facilities, including unpaved play areas, nature study, boating, fishing and hunting where otherwise legally permitted;

(3) Wildlife management areas; landings, foot, bicycle and/or horse paths and bridges, provided such uses do not affect the natural flow pattern of any water course.

(4) Grazing and farming, including truck gardening and harvesting of crops;

(5) Forestry and nurseries;

(6) Small non-residential structures of less than 100 square feet of floor area used in connection with recreation or the growing, harvesting, storage or sale of crops raised on the premises;

(7) Creation of ponds with a total water surface area at normal elevation not in excess of 40,000 square feet; and

(8) Removal of silt and other accumulated debris from a water-course which tends to interfere with the natural flow patterns of the water-course.

4. Lot Area Allowance — If any portion of a lot in a single-family residence district is overlaid by the Wetlands Protection District, said portion may be used to meet the area regulations of that district provided that no building or structure may be erected on the portion remaining outside the Wetlands Protection District unless that has a minimum area of 20,000 square feet. A lot with a dwelling existing thereon at the time of the adoption of this by-law shall not be deemed a non-conforming lot because any portion of it lies within the Wetlands Protection District, providing that the dwelling itself does not lie within said District.

If any portion of a lot in a commercial or industrial district is overlaid by the Wetlands Protection District, any use of the lot shall require a special permit from the Board of Appeals.

5. Boundary Line Plot Plan — Whenever an application is made for a building permit which the Building Inspector believes may be affected by a Wetlands Protection District boundary, the Inspector shall require the applicant for such permit to probide as part of such application a plan, certified by a registered land surveyor, of the lot on which such building is intended to be built showing the exact location of the District boundary as described on the Zoning Map, "Wetlands Protection District Reading, Mass., 1975" and in paragraph 2 herein. In the case of a building permit for an interior improvement to a building or structure, the boundary line location shall not be required.

6. Determination of Flooding and Suitability — If any land in the Wetlands Protection District is proven to the satisfaction of the Board of Appeals as being in fact neither subject to flooding nor unsuitable because of drainage conditions for a use or structure which would otherwise be prohibited by this section, and the Board of Appeals determines that the use of such land for such use or structure will not interfere with the general purposes for which the District has been established, and will not be detrimental to the public health, safety and/or welfare, the Board of Appeals may grant a special permit for such use or structure which will comply in all respects with all other provisions of the underlying District or Districts within which the land is located, provided that any and all necessary permits, orders or approvals required by local, State, or Federal Law are obtained. The Board of Appeals shall refer each question to the Planning Board, Board of Survey, Conservation Commission and Board of Health and shall not act until these agencies have reported their recommendations or 45 days have elapsed after such referral and no report has been received.

7. Special Permit Requirements — Any other by-law or regulation to the contrary notwithstanding, no construction requiring any utility, including electric, water, gas and telephone lines or waste disposal or drainage facilities shall be permitted within the District unless the Board of Appeals grants a special permit based on a determination that all utilities are located, elevated and constructed so as to minimize or eliminate flood damage and that methods of disposal for sewage, refuse and other waste and methods of providing drainage are adequate to reduce flood hazards.

Nancy Wilson Anderson moved that the following amendments be made under Article 80:

1. In Section XXVI 3. Use Regulations, in the paragraph immediately following paragraph c., delete "and (8)" and substitute in place thereof ", (8) and (9)", and add the following new paragraph:

"(9) driveways or streets including utilities, drainage, pavement, curbs, sidewalks and other related facilities approved under the Rules and Regulations of the Board of Survey across a stream, brook, channel or other watercourse where access is needed to service portions of a lot not otherwise accessible or where alternative means of access are impractical.

2. In Section XXVI 4. Lot Area Allowance, at the end of the first sentence thereof, delete the words "20,000 square feet." and substitute the words:

"8,000 square feet in a Residence A1 District, 12,000 square feet in a Residence A2 District, and 20,000 square feet in a Residence A3 District."

3. In Section XXVI 7. Special Permit Requirements, delete that sub-section 7, in its entirety.

On motion of William H. Diamond it was voted that the motions made under this Article be laid on the table.

89 voted in the afirmative
44 voted in the negative

ARTICLE 75. On motion of James R. Boucher it was voted that the Town vote to authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or rights of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therein by purchase or otherwise, for conservation purposes, under Chapter 40, Section 8C of the General Laws, and that the sum of Twelve Thousand Five Hundred Dollars ($12,500.00) be raised from the tax levy and appropriated for such acquisition or to be used for the payment of land damages or other costs and expenses of such acquisition:

The parcel of land on the south side of Charles Street between Belmont Street and Libby Avenue, and shown entirely as lot 1 on Reading Assessors' Plat number 116, containing 30.48 acres, more or less and lot 3 on Reading Assessors' Plat number 91, containing 10.49 acres, more or less.

122 voted in the affirmative
3 voted in the negative
(⅔rds vote required)

ARTICLE 76. Nancy Wilson Anderson moved that the Town authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or rights of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therein by purchase or otherwise, for conservation purposes under Chapter 40, Section 8C of the General Laws and that the sum of Twenty Two Thousand Five Hundred Dollars ($22,500.00) be raised from the tax levy and appropriated for such acquisition or to be used for the payment of land damages or other costs and expenses of such acquisition:

The parcel of land off Sanborn Lane and south of Mill Meadow, and shown entirely as lot 1 on Reading Assessors' Plat number 235, containing 6.3 acres, more or less.

This motion did not pass.

38 voted in the affirmative
100 voted in the negative

ARTICLE 77. To see if the town will vote to authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or rights of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therein by purchase or otherwise, for conservation purposes under Chapter 40, Section 8C of the General Laws, and to raise and appropriate, or appropriate from available funds, a sum of money to pay for the same or to be used for the payment of land damages or other costs and expenses of such acquisition, and determine how any such appropriation will be raised, whether by taxation, transfer of available funds, by borrowing or otherwise, and, if by borrowing, to authorize the issuance of bonds or notes of the Town therefor; and to authorize the Conservation Commission to enter into agreements with state and federal agencies for financial and other assistance in connection with such program, or take any other action with respect thereto.

The parcel of land north of Sanborn Lane and shown as lot 3 on a plan entitled "Land in Reading, Massachusetts — Robert B. Carlson — Owner" and bounded and described according to measurements shown on said plan, as follows:

Northeasterly, by the Ipswich River, 3,160 feet;

Southerly, by land of the Town of Reading in two courses, 213.0 feet, and 294.3 feet;

Westerly, by land of Alger in four courses, 209.4 feet, 14.5 feet, 85.8 feet, and 93.1 feet;

Southerly, by land of Alger, 349.6 feet;

Westerly, by land of Kurchian in two courses, 152.8 feet and 61.3 feet;

Westerly, by land of MacMillan in three courses, 352.6 feet, 338.2 feet and 850.0 feet;

Northerly, by land of the Town of Reading 327.0 feet;

Westerly, by land of the Town of Reading in two courses, 211.9 feet and 99.0 feet;

Southerly, by land of the Town of Reading in six courses, 247.5 feet, 33.0 feet, 198.0 feet, 99.0 feet, 122.1 feet, and 151.1 feet; and

Northerly, by land of the Town of Reading 276.2 feet.

On motion of James R. Boucher it was voted that this Article be indefinitely postponed.

Kenneth C. Latham stepped down from the position of Moderator during the business under Articles 78 and 79 and turned the position of Moderator over to the Town Clerk, Lawrence Drew.

ARTICLE 78. James R. Boucher moved that the Town authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or right of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therein by purchase or otherwise, for conservation purposes under Chapter 40, Section 8C of the General Laws, and that the sum of Twenty Five Thousand Dollars ($25,000.00) be raised from the tax levy and appropriated for such acquisition or to be used for the payment of land damages or other costs and expenses of such acquisition:

The parcel of land east of Grove Street, north of Intervale Terrace, and west of John Carver Road, and shown entirely as lot 37 on Reading Assessors' Plat number 122, containing 8.7 acres, more or less.

This motion did not pass.

85 voted in the affirmative
44 voted in the negative
(⅔rds vote required)

ARTICLE 79. On motion of Dorothy M. Anderson and as amended by Beverly B. Seavey it was voted that the Selectmen through the Conservation Commission and in conjunction with the Parks and playground Department, investigate the purchase by the Town, including the option of bonding the twenty-four (24) acres, more or less, or any portion thereof, of land off Walnut Street, said land being commonly known as the "Hopkins Farm", and to take whatever preliminary steps are necessary, including preliminary application for partial reimbursement of the cost thereof with the United States of America and the Commonwealth of Massachusetts, and to bring this matter to the next regularly scheduled Town Meeting, or a Special Town Meeting, if such is necessary, and that the sum of Three Thousand Dollars ($3,000.00) be raised and appropriated from the tax levy to carry out the purpose of this motion.

ARTICLE 81. On motion of James J. Sullivan, Jr., it was voted that the Town vote to insure future compliance with the National Flood Insurance Program by adopting the following resolution:

WHEREAS, certain areas of Reading are subject to periodic flooding, causing serious damages to properties within these areas; and

WHEREAS, relief is available in the form of Federally-subsidized flood insurance as authorized by the National Flood Insurance Act of 1968; and

WHEREAS, it is the intent of this town Meeting to require the recognition and evaluation of flood hazards in all official actions relating to land use in the flood plain areas having special flood hazards; and

WHEREAS, this body has the legal authority to adopt land use and control measures to reduce future flood losses pursuant to the Constitution and General Laws of the Commonwealth of Massachusetts.

Now, therefore, be it resolved that this Town Meeting hereby:

1. Assures the Federal Insurance Administration that it will enact, as necessary, and maintain in force for those areas having flood hazards, adequate land use and control measures with effective enforcement provisions consistent with the criteria set forth in Section 1910 of the National Flood Insurance Program Regulations;

2. Vests the Board of Selectmen with the responsibility, authority, and means to:

(a) Delineate or assist the administrator, at his request, in delineating the limits of the areas having special flood hazards on available local maps of sufficient scale to identify the location of building sites for further action by the Town Meeting.

(b) Provide such information as the administrator may request concerning present uses and occupancy of the flood plain area.

(c) Cooperate with Federal, State and local agencies and private firms which undertake to study, survey, map and identify flood plain areas and cooperate with neighboring communities with respect to management of adjoining flood plain areas in order to prevent aggravation of existing hazards.

(d) Submit on the anniversary date of the community's initial eligibility an annual report to the administrator on the progress made during the past year within the community in the development and implementation of flood plain management measures; and

3. Directs the Building Inspector, in accordance with the State Building Code, to maintain for public inspection and furnish upon request a record of elevations (based on mean sea level datum) of the lowest floor (including basement) of all new or substantially improved structures located in the special flood hazard areas including, if the lowest floor is below grade on one or more sides, the elevation of the floor immediately above.

4. Agrees to take such official action as may be reasonable necessary to carry out the objectives of the program.

On motion of Nancy Wilson Anderson it was voted that this meeting stand adjourned until Thursday, June 5, 1975, at 8:00 P. M., to meet in Memorial High School Auditorium.

Meeting adjourned: 11:59 P. M.

154 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Annual Town Meeting

June 5, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P. M.

The invocation was given by Rev. J. Kevin McAndrews of St. Athanasius Church, followed by the Pledge of Allegiance to the flag.

Kenneth C. Latham stepped down from the position as Moderator during the business of Reconsideration under Article 78 and turned the position of Moderator over to the Town Clerk, Lawrence Drew.

The Town Clerk read the Notice and his Return on posting Notice of Proposed Reconsideration of Article 78, in accordance with Article II, Section 4, of the General By-Laws of the Town.

It was moved by Lynn G. Stasz that the following vote under Article 78, passed at the Adjourned Annual Town Meeting held on May 22, 1975, be reconsidered.

ARTICLE 78. James R. Boucher moved that the Town authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or right of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therein by purchase or otherwise, for conservation purposes under Chapter 40, Section 8C of the General Laws, and that the sum of Twenty Five Thousand Dollars ($25,000.00) be raised from the tax levy and appropriated for such acquisition or to be used for the payment of land damages or other costs and expenses of such acquisition:

The parcel of land east of Grove Street, north of Intervale Terrace, and west of John Carver Road, and shown entirely as lot 37 on Reading Assessors; Plat number 122, containing 8.7 acres, more or less.

This motion did not pass.

85 voted in the affirmative
44 voted in the negative

Voted to reconsider:
(⅔ vote required)

98 voted in the affirmative
45 voted in the negative

ARTICLE 78. James R. Boucher moved that the Town authorize the Board of Selectmen upon the written request of the Conservation Commission to take the following described land, or any part thereof, in fee or right of easement therein by eminent domain under the provisions of Chapter 79 of the General Laws or acquire said land in fee or rights of easement therin by purchase or otherwise, for conservation purposes under Chapter 40, Section 8C of the General Laws, and that the sum of Twenty Five Thousand Dollars ($25,000.00) be raised from the tax levy and appropriated for such acquisition or to be used for the payment of land damages or other costs and expenses of such acquisition:

The parcel of land east of Grove Street, north of Intervale Terrace, and west of John Carver Road, and shown entirely as lot 37 on Reading Assessors' Plat number 122, containing 8.7 acres, more or less.

This motion under reconsideration did not pass.

88 voted in the affirmative
60 voted in the negative
(⅔rds vote required)

ARTICLE 80. On motion of James R. Boucher, as amended by Nancy Wilson Anderson, it was voted that the Town amend the Zoning By-Laws and Zoning Map by making the following changes:

1. By adding the following new definitions to the section entitled Definitions:

"25.A "Wetlands Protection District" is a district which includes those lands which are outside the Flood Plain District but are subject to seasonal or periodic wetness.

26. A "watershed" is an area drained by a stream or stream system."

2. By adding to Part I: Districts, in Section I thereof, a new class of district as follows:

"11. Wetlands Protection District (New Dwellings prohibited, except receipt of a special permit)."

3. By adding to Part I: Districts, in Section II thereof, a new paragraph as follows:

"Where boundaries of the Wetlands Protection District are indicated, the lines shall be contours based on the mean sea level datum; setbacks from the banks of all watercourses (natural or man-made) not otherwise within contour lines; and setbacks from streets and other features all as defined on the map entitled, "Wetlands Protection District, Reading, Massachusetts, 1975."

4. By adding to Part I: Districts, in Section III thereof, a new subsection after 3E as follows:

"3F. In Wetlands Protection Districts all uses other than as described in Section XXVI are prohibited, except when a special permit is granted by the Board of Appeals. Uses allowed under such permit shall be only as described in Section XXVI, Paragraph 5."

5. By adding to Part VI: Special Districts, a new Section XXVI: Wetlands Protection District as follows:

Section XXVI Wetlands Protection District

1. Purposes — In addition to the purpose in Section I of this By-Law, the purposes of this district are:

a. To provide that lands in the Town of Reading subject to seasonal or periodic flooding as described hereinafter shall not be used for residence or other purposes in a manner as to endanger the health or safety of the occupants thereof, or the public generally or to burden the public with costs resulting from the unwise individual choices of land use.

b. To protect, preserve and maintain the water table and water recharge areas within the Town so as to preserve present and potential water supplies for the public health and safety of the Town and the Town and the Metropolitan area.

c. To assure the continuation of the natural flow pattern of the water courses within Reading and to preserve natural flood water storage areas so as to protect persons and property against the hazards of flood inundation.

2. Location — The locations and boundaries of the Wetlands Protection District are shown on a map entitled "Wetlands Protection District, Reading, Mass., 1975", (consisting of 39 sheets) which is hereby made a part of this By-Law and which is on file in the office of the Town Clerk. Said District shall include all those areas identified on said map including those areas specifically described as follows:

a. All that land bordering any natural waterbody that lies within a horizontal distance of twenty-five (25) feet from the mean high water line except as otherwise defined on the Wetlands Protection District Map. The mean high water line is defined (1) at a waterbody as the elevation where vegetation changes from predominantly terrestial and (2) along a brook, river or stream the elevation on the bank of a channel at which the annual high water has left a definite mark;

b. All waterbodies encircled by boundary lines of the District;

c. All that land along certain unnamed brooks that lies within a horizontal distance of twenty-five (25) feet from the mean high water line along each bank thereof except as otherwise defined on the Wetlands Protection District Map; and

d, All those wetlands which may be described as upland swamps or marshes which lie at the source of the brooks or the tributaries or which lie in suraface depressions with or without drainage outlets, as defined on the Wetlands Protection District Map.

3. Use Regulations — The Wetlands Protection District shall be considered as overlying other districts established by this By-Law. Any uses permitted in the portion of the districts so overlaid shall be permitted except that:

a. No new building or structure shall be erected or constructed;

b. No existing building or structure shall be moved, altered or enlarged so as to increase its ground coverage by more than a total of twenty (20) per cent; and

c. No dumping or filling or relocation of earth materials shall be permitted.

In addition, the following uses shall be permitted in the District subject specifically to paragraphs 3. a., b. and c. above, except that paragraph c. will not apply to paragraphs (7), (8) and (9) below provided that prior approval of the Conservation Commission under the provisions of General Laws, Ch. 131, Section 40 has been given:

(1) Uses directly related to the conservation of water, plants and wildlife.

(2) Outdoor recreation activities and facilities, including unpaved play areas, nature study, boating, fishing and hunting where otherwise legally permitted;

(3) Wildlife management areas: landings, foot, bicycle and/or horse paths and bridges, provided such uses do not affect the natural flow pattern of any water course.

(4) Grazing and farming, including truck gardening and harvesting of crops;

(5) Forestry and nurseries;

(6) Small non-residential structures of less than 100 square feet of floor area used in connection with recreation or the growing, harvesting, storage or sale of crops raised on the premises;

(7) Creation of ponds with a total water surface area at normal elevation not in excess of 40,000 square feet; and

(8) Removal of silt and other accumulated debris from a watercourse which tends to interfere with the natural flow patterns of the watercourses.

(9) Driveways or streets including utilities, drainage, pavement, curbs, sidewalks and other related facilities approved under the Rules and Regulations of the Board of Survey across a stream, brook, channel or other watercourse where access is needed to service portions of a lot not otherwise accessible or where alternative means of access are impractical.

4. Lot Area Allowance — If any portion of a lot in a single-family residence district is overlaid by the Wetlands Protection District, said portion may be used to meet the area regulations of that district provided that no building or structure may be erected on the portion remaining outside the Wetlands Protection District unless that has a minimum area of 8,000 square feet in a Residence A1 District, 12,000 square feet in a Residence A2 District, and 20,000 square feet in a Residence A3 District. A lot with a dwelling existing thereon at the time of the adoption of this by-law shall not be deemed a non-conforming lot because any portion of it lies within the Wetlands Protection District, providing that the dwelling itself does not lie within said District.

If any portion of a lot in a commercial or industrial district is overlaid by the Wetlands Protection District, any use of the lot shall require a special permit from the Board of Appeals.

5. Boundary Line Plot Plan — Whenever an application is made for a building permit which the Building Inspector believes may be affected by a Wetlands Protection District boundary, the Inspector shall require the applicant for such permit to provide as part of such application a plan, certified by a registered land surveyor, of the lot on which such building is intended to be built showing the exact location of the District boundary as described on the Zoning Map, "Wetlands Protection District, Reading, Mass., 1975" and in paragraph 2 herein. In the case of a building permit for an interior improvement to a building or structure, the boundary line location shall not be required.

6. Determination of Flooding and Suitability — If any land in the Wetlands Protection District is proven to the satisfaction of the Board of Appeals as being in fact neither subject to flooding nor unsuitable because of drainage conditions for a use or structure which would otherwise be prohibited by this section, and the Board of Appeals determines that the use of such land for such use or structure will not interfere with the general purposes for which the District has been established, and will not be detrimental to the public health, safety and/or welfare, the Board of Appeals may grant a special permit for such use or structure which will comply in all respects with all other provisions of the underlying District or Districts within which the land is located, provided that any and all necessary permits, orders or approvals required by local, State, or Federal Law are obtained. The Board of Appeals shall refer each question to the Planning Board, Board of Survey, Conservation Commission and Board of Health and shall not act until these agencies have reported their recommendations or forty-five (45) days have elapsed after such referral and no report has been received.

112 voted in the affirmative
27 voted in the negative
(⅔rds vote required)

On motion of Robert S. Cummings it was voted to take Article 4 from the table.

On motion of Robert S. Cummings it was voted that Article 4 be indefinitely postponed.

On motion of Robert S. Cummings it was voted to take Article 3 from the table.

ARTICLE 3. On motion of Robert S. Cummings it was voted that

Harold B. Currell
and
Irving E. Dickey

be appointed Measurers of Lumber and Measurers of Wood and Bark.

ARTICLE 3. On motion of Ara A. Karakashian it was voted that the Moderator appoint a Committee of five Town Meeting Members to investigate the services being provided to the Town by the Eastern Middlesex Mental Health Association and by "735 Inc." and to report its findings to the next Annual Meeting. This Committee should determine the nature and extent of specific services being provided to school age children and also the nature and extent of services being provided to adults. Statistics, indicating the number of residents being served in each service category, should be included in the report of the Committee.

ARTICLE 3. On motion of Ara A. Karakashian it was voted that Representative Nils L. Nordberg be instructed by this Town Meeting to initiate whatever legislative action may be necessary to bring relief to the taxpayers of Reading and other communities within the Commonwealth, from those regulations pertaining to public education that place unnecessary, unusual or inequitable burdens upon them.

ARTICLE 3. On motion of Beverly B. Seavey it was voted to instruct the Personnel Board to carefully supervise and review the merit raises given by various departments throughout the year and to report at the Annual Town Meeting in May of each year. This report should include the name of the Department, the number of employees given such merit raises in each Department, and the percentage of merit increases awarded by each Department, and total dollar amounts expendable by each Department for this purpose.

The Personnel Board is further instructed to provide the Town Clerk, copies of the Classification Schedule to be mailed with the Finance Committee Report for the Annual Town Meeting of each year. The Classification Schedule should be the most current Schedule available, and should include all proposed changes being requested at this Town Meeting.

ARTICLE 3. On motion of Lawrence W. Leonard it was voted that a study committee be appointed by the Selectmen to bring in a report on a suitable dump site area for the Town of Reading, said committee to consist of four Town Meeting Members, two Board of Public Works members and one Finance Committee member, said committee to report at next Annual Town Meeting.

ARTICLE 3. On motion of Lawrence S. Webster it was voted that the Board of Public Works be instructed to insert in the Annual Warrant of the Annual Town Meeting, no later than May 1977, an article on two phases of trash collection:

1. Annual trash collection
2. Semi-annual Trash Collection

ARTICLE 3. On motion of Eleanor K. Higgott it was voted that the Board of Selectmen contact the Massachusetts Department of Public Works for purposes of consideration of the installation of traffic signals at the corner of Main Street and Summer Avenue; further that a report be made at the next Town Meeting.

On motion of Robert S. Cummings it was voted that Article 3 be indefinitely postponed.

On motion of Robert S. Cummings it was voted to take Article 2 from the table.

On motion of Robert S. Cummings it was voted that Article 2 be indefinitely postponed.

On motion of Robert S. Cummings it was voted that this meeting stand adjourned, sine die, at 11:40 P.M.

160 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Subsequent Town Meeting

November 10, 1975

Reading Memorial High School Auditorium

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P.M.

The invocation was given by Rev. Robert A. Walter of the Church of the Nazarene, followed by the Pledge of Allegiance to the Flag.

The Warrant was partially read by the Town Clerk, when on motion of Robert S. Cummings it was voted to dispense with further reading of the Warrant, except the Constable's Return, which was then read by the Town Clerk.

ARTICLE 1. A verbal presentation was made by Robert S. Cummings, for the Board of Selectmen, on the condition of the present Police Station, which was accepted as a report of progress.

ARTICLE 1. The following report was read by George A. Theophanis, Chairman of the Reading Charter Commission:

This is a brief report of the status of the Charter Commission's efforts to draft a charter for the town. The commission has met weekly since April 23. We are working toward a deadline of December 12, when we must submit a preliminary draft of the charter to the Attorney General for review. Following this there will be a two-month period during which changes can still be made in the draft. A public hearing will be held prior to the issuance of the final draft.

To date the commission has completed first drafts of articles pertaining to:

Powers of the town
Town Meeting
Board of Selectmen
Chief Administrative Office
Other Elective Offices

Remaining to be completed are the articles pertaining to:

Elections

Recall
Fiscal Procedure
General Provisions
Transitional Provisions

These latter articles will be completed in the next two weeks with the remaining two weeks given to review of the entire charter draft.

As the charter presently stands, it establishes a Selectmen-town meeting form of government with a town administrator supervising all departments under the Selectmen. The Town Meeting is strengthened through a system of standing committees acting similarly to the Finance Committee on articles not normally acted on by the Finance Committee. The Selectmen's role as chief policy formulators is considerably strengthened. This is done partly by increasing their appointive power and partly through their control of the executive budget.

The charter makes the greatest use of the home rule powers by placing in the hands of several government bodies, mainly the Selectmen, with the approval of the town meeting, broad powers to reorganize the government both administratively and on the policy board level. This action exemplifies the charter commission's philosophy that the charter must provide to the town the means of reforming in an orderly fashion, but with an incentive to act in a decisive manner to accomplish those reforms.

The weeks ahead are extremely important since the entire charter draft will be in review. Our meetings have been attended by various representatives of government bodies, private groups and by individuals, almost all of whom have made contributions to the drafting process. The opportunity to observe and contribute to this effort still exists, and as chairman of the commission I urge everyone who has an interest in town government to attend our meetings.

GEORGE A. THEOPHANIS, Chairman
Reading Charter Commission

This report was accepted as a report of progress.

ARTICLE 1. The following report was read by Charles W. Hewitt of the Finance Committee for the Town Accounting Computer Committee:

FINAL REPORT OF PROGRESS to TOWN MEETING

REGARDING THE ACCOUNTING COMPUTER

The last Annual Town Meeting directed a committee, consisting of the Treasurer, the Town Accountant, and a member of the Finance Committee, to purchase an accounting computer and related systems design work for the Town. A sum of $16,000. was appropriated for this purpose.

The Town Accounting Computer Committee was subsequently organized in June. The Finance Committee appointed Charles W. Hewitt to serve with the Treasurer, James N. Boyd, Jr., and the Town Accountant, Richard E. Gould.

The first task for the Committee was to obtain the systems design. The Committee issued a request for proposal in the middle of July. The work was awarded to Price Waterhouse and Co. on the basis of their clear understanding of our needs and their low bid quotation.

The next task of the Committee was to prepare a comprehensive request for proposal to cover the accounting computer. Richard C. Andersen of Price Waterhouse joined with Messrs. Gould and Boyd to do the systems design work. The results of this work were incorporated in the request for proposal package. Mr. Anderson also gave helpful advice to the Committee regarding the format and content of other parts of the package.

During this same period the School Department proceeded with its plan to acquire its own accounting computer.

In early September the Committee and the School Department agreed to include both machines under a single request for proposal. There appeared to be a number of advantages for the Town by following this course of action. Therefore the Committee's request for proposal was revised to include the School Department's needs. At this time Ronald A. Winslow, Assistant Superintendent of the School Department, joined the Committee in order to represent the interests of the School Department.

The final task for the Committee was to issue the request for proposal and award the contracts for the machines. Four major vendors responded to the request for proposal. The Committee screened each response in detail and found that the proposal from the Burroughs Corporation was the best. Their proposal was the most economical of those that satisfied the criteria in the request for proposal.

At the present time work is progressing on schedule towards getting the machines installed and running. The machines and software are to be delivered by the end of November. During December they will be thoroughly tested. By January the systems will be in regular operation.

The Committee regrets to report that the sum appropriated for this project was insufficient. Because of higher than anticipated costs for the hardware and supplies, an additional $4,000. for the Town Accountant's machine and an additional $3,420. for the School Department's machine was necessary. Also, because expenses for site preparation were not anticipated in the Building Maintenance Department budget, an additional $1,970. was necessary. The Finance Committee reviewed these requirements and approved transfers from the Reserve Fund to cover them.

CHARLES W. HEWITT, Finance Committee
Town Accounting Computer Committee

This report was accepted as a report of progress.

ARTICLE 1. The following report was read by Raymond R. Couture:

REPORT OF STUDY COMMITTEE UNDER ARTICLE 20, ANNUAL TOWN MEETING, 1975

This is the report of the Study Committee appointed by the Moderator under Article 20 of the Annual Town Meeting, 1975, relating to the appropriation of funds to place on the Veterans Memorial, opposite the Town Hall, additional names of Veterans, who served in World War II, Korea and Vietnam.

The Committee observed that the monument was not lighted at night, was partially hidden by overgrown bushes and that it was inscribed to generally honor the men and women of Reading who served in World War I, 1917-1918. The names of individual Veterans were not listed.

After consideration, the Committee recommends that:

1. The monument be illuminated by installing a light to an existing pole or to an aluminum standard installed for that purpose.
2. The bushes around the monument be trimmed or relocated to enhance the view of the site.

3. The monument be cleaned and painted.

4. The monument be further inscribed as follows:

WORLD WAR II
1941—1946

KOREA
1950—1954

VIETNAM
1964—1973

5. A re-dedication ceremony be held after the work has been completed.

It is estimated that the cost would be $1200.

The Committee wishes to thank Russell Winam, Director of Veterans Services, J. Henry Vik, Superintendent, Cemetery Department, and Norbert Rhinerson, Manager, Municipal Light Department, for their assistance.

RAYMOND R. COUTURE, Chairman
JEAN M. MACKILLIGAN
JOHN J. WATSON
DOROTHY M. ANDERSON

This report was accepted as a final report and placed on file.

ARTICLE 1. The following report was read by Harry F. McRell, Jr., Chairman of the Investigative Committee on services provided the town by the Eastern Middlesex Mental Health Association and by "735 Inc.":

REPORT OF INVESTIGATIVE COMMITTEE

Appointed under Art. 3

Town Meeting June 5, 1975

"Article 3. On motion of Ara A. Karakashian it was voted that the Moderator appoint a Committee of five Town Meeting Members to investigate the services being provided to the Town by the Eastern Middlesex Mental Health Association and by "735 Inc." and to report its findings to the next Annual Meeting. This Committee should determine the nature and extent of specific services being provided to school age children and also the nature and extent of services being provided to

adults. Statistics, indicating the number of residents being served in each service category, should be included in the report of the Committee."

INTRODUCTION

The Committee has met several times during the late summer and fall, has attended an EMMHA board meeting and has interviewed various citizens, town and state officials, and representatives of EMMHA and 735 Inc. A considerable amount of descriptive and statistical material has been accumulated, and is appended to this report. One of our committee members, attempting to make comparisons of services offered in this and similar regions of the metropolitan area, found that the records in the State Rehabilitation Office are not available without written permission of each of the numerous organizations to be surveyed.

EASTERN MIDDLESEX MENTAL HEALTH ASSOCIATION, INC.

This organization, serving the five towns of Melrose, North Reading, Reading, Stoneham and Wakefield, is an affiliate of the National and Massachusetts Mental Health Associations. It operates the Eastern Middlesex Guidance Center in Melrose in partnership with the Mass. Dept. of Mental Health. It is a private non-profit agency, incorporated as such in 1962, whose board of twenty-five is drawn equally from the five communities. The Mass. Dept. of Mental Health has assigned six staff positions to the Guidance Center, and the Association, through local tax support, has provided additional staff positions as well as administrative and support costs. The staff of fourteen professionals is divided into two teams, one serving Melrose and Wakefield, and the other, Reading, North Reading and Stoneham. In Reading, the services of the Guidance Center come under the Board of Health (see P. 144 of the 1974 Annual Report), and monthly statistical reports are submitted to the Board and to the State. Not included in these reports are the activities of approximately 100 volunteers, trained and supervised by the professional staff, who during the 12 months period ending June 30, 1975, provided over 9000 hours of direct service.

The great bulk of the Guidance Center's work is in the area of counseling and therapy — individual, couple, group, and family — with the last predominant. Included in these family services are play therapy, crisis intervention, psychological testing, chemotherapy, and referral for hospitalization, as needed. All ages from preschool to the elderly are included. During the fiscal year from July 1, 1974 to June 30, 1975 there were 554 new cases logged at the Guidance Center, 38 reopened cases,

and 806 cases closed. Of a total of 784 active cases during the year 150 were from Reading. The total number of volunteer patient visits during this period, in Reading, was 1223, and the total units of family service at the Guidance Center were 3985. (A "unit" is a standard method of reporting and is based on an hour of time; i.e. an individual interview is 1 unit, a complete testing procedure is 5 units, etc.).

In addition there are a considerable number of community services in which the Guidance Center staff is involved to a greater or lesser extent. Located in the various towns, many serve the whole Eastern Middlesex area. There are Community Nursery Schools in Reading and Wakefield to prepare retarded children 3 — 7 years old for public school. Of 7 children enrolled in the Reading school, 2 are from Reading. The Activity Centers in Melrose and Stoneham use "mind and body" therapy to improve youngsters' self image. Here, 16 of the 92 parents and children enrolled are from Reading. "Our Place" in Stoneham, a drop in center for all ages, is becoming a model for other communities in a more informal approach to problem solving. Approximately 150 — 175 persons per week use the Center, and 600 — 700 hours of volunteer time per month are contributed to it. There is a Student Training Program in affiliation with Tufts, Northeastern University, Boston University, and Boston College, a Bridge Program for patients in the area being discharged from Danvers State Hospital, and Advocacy for the Elderly, an assessment and referral service. In all, Reading used only 78 units in this community service field.

The third category of service is consultation in which Reading is shown to have used 420 units. Besides the school system of the five towns, consultation-liaison is offered to St. Patrick's Parochial School, the Combined Visiting Nurses Association, Melrose Visiting Nurses Association, Melrose Day Care Center, and the Council for the Aging in Melrose. The frequency and type of consultation provided the School Departments in each community is negotiated with them based on their specific needs. During the school year, 4 staff members of the Guidance Center provided 5 hours of consultation on a scheduled weekly basis to the Reading School Dept. In September, the Guidance Center sponsored a one day Workshop for Reading teachers in values clarification and teacher effectiveness.

Volunteer services where there is a one to one relationship with clients or where help is provided in a socialization group, all on a referral basis, were provided to 531 clients for a total of 8927 client hours. The newest such socialization group is just getting under was at the Church of the Good Shepherd in Reading.

For more detailed description of services and staff organization see Appendix 1 (4 pages). For breakdown of service statistics of the Guidance Center, see Appendix 2 (1 page). For data on volunteer direct client service, see Appendix 3 (2 pages).

SEVEN THIRTY FIVE, INC.

Seven Thirty Five Incorporated is under the jurisdiction of the Division of Drug Rehabilitation in the Department of Mental Health of the Commonwealth of Massachusetts. The Commonwealth is partitioned into seven regions and 735, Inc., which serves 5 towns, i.e. Reading, N. Reading, Stoneham, Wakefield and Melrose, is situated in Region IV. 735, Inc. is one of the twelve institutions serving the towns in this region.

Attempts have been made to carry out a study of the effectiveness of 735, Inc. in comparison with other institutions in and out of Region IV. However, due to the fact that a written permission is required to get access into each file and that the time is limited, it is not possible to carry out the study as originally envisioned. Neverless, we have obtained some pertinent information on regional statistics and funding levels. Furthermore, the cooperation of 735, Inc. enables us to obtain the overall case load information of 735 (total services to all 5 towns). Since the size and the population density is not very much different between these five towns, this information can shed some light on the case load distributions for the town of Reading.

As shown in Figs. 1 and 2, the monthly case load and the case load distribution according to age for various regions are presented. The statistics suggest that Region IV is not different from other regions in need of services rendered by institutions such as 735, Inc. Figure 3 shows the funding levels for various regions from the State of Massachusetts. For the Fiscal Year 1974, 735, Inc. had a total budget of $145,606. The State of Massachusetts provided $43,000., approximately 30%. The rest came from the local governments, namely Reading, N. Reading, Stoneham, Wakefield and Melrose. The similar types of statistics on the overall services provided by 735, Inc. are shown in Figs. 4 and 5. In terms of age, the case load decreases with increasing age. For the age group less than 14, there are 10 cases while the number is 83 for the age group older than 24. Now, we will concentrate on the services delivered to the Town of Reading by 735, Inc.

Service	No. of Reading Residents Served
1. **Long term individual counseling** consisting of 1 — 1½ sessions per week.	16 students
2. **Group for females** who had shown sexual identity problems.	statistics unavailable
3. **Crisis intervention** for students whose needs are immediate (referrals from teachers, guidance counselors, etc.)	10 students
4. Rick Riesenberg (735, Inc. staff member) spent time in the afternoon "hanging out" with students in the back parking lot of the high school to remain close to Reading youths in hopes of head-off problems before they become full blown.	statistics unavailable
5. **Individual counseling** with one (of two) of the outreach counselors.	6 persons per month
6. **Outreach Center**	300 contacts per month with Reading youth
7. **Crisis intervention** of young persons in immediate trouble with drugs, police or themselves.	statistics unavailable
8. **Family counseling**	4 families
9. Counseling to persons **over** the age of twenty-five.	5 persons
10. 735 House — a long term residential therapeutic community for adolescents. (free to residents of Reading)	1-1-74 to 12-31-74 9 Reading residents used facility. 1-1-75 to 6-30-75 4 Reading residents
11. **Outservice Counseling** — a staff of counselors separate from the Outreach counselors who can be called in, in appropriate cases.	7-1-74 to 6-30-75 13 Reading adolescents
12. **735 Hotline** — a 24 hour-a-day, 7 day per week hotline which acts as a non-threatening method for people	1-1-74 to 12-31-74 860 calls from Reading residents

in trouble to make contact with another person.	1-1-75 to 6-30-75 408 Reading calls
13. **Crash Pad** — a 3 bed overnight "crash pad" whose primary purpose is to provide a place where a young person can sleep for one night while he and 735 counselors work out a solution to whatever his problem may be.	1-1-74 to 6-30-75 12 Reading adolescents
14. **Expedition 735** — a 5 to 7 day overnight camping program to build confidence and cooperation.	7-1-74 to 12-31-74 5 Reading residents 7-1-75 to present 4 Reading residents

For further details on 735, Inc. see Appendices 4 and 4A.

CONCLUSIONS AND RECOMMENDATIONS

We have available to us in Reading in these two organizations, EMMHA and 735, Inc., facilities and persons trained to deal with a broad spectrum of social problems. If difficulties have arisen in achieving maximum utilization of the services offered, perhaps one solution is in revitalization of interested citizen and volunteer groups. These groups have traditionally initiated needed activites and provided the publicity necessary to arouse public awareness. Another problem area lies in an occasional inability to match the needs of an agency with the services provided by these organizations. Such unresolved problems should be referred to the Board of Health, and/or to Theodore Nalwalk of Reading, currently President of the EMMHA Board, or Thomas Wilton, President of 735, Inc.

Our appreciation of their unstinted cooperation is extended to:

Dr. A.J. Alexanian, Director of Pupil Services, Reading Schools
Lawrence Jacobs, former Executive Director of 735, Inc.
Phillip Klein, former Asst. Executive Director of 735, Inc.
James Nugent, Health Officer, Town of Reading
Mary Polychrones, member Reading Board of Health
James O'Malley, Executive Director, EMMHA, Inc.

HARRY F. MCRELL, JR., Chairman
SHIRLEY A. KING
ROBERT A. PELOSI
SUMNER H. WESTON
PETER K. S. WU

APPENDIX I

Eastern Middlesex Guidance Center provides the following services to the communities of Melrose, Reading, North Reading, Wakefield, Stoneham. Although a program may be in one community, the program is for all communities.

Out Patient Clinic Services

549-553 Lebanon Street, Melrose	662-6400
211 Summer Ave., Reading	944-7225
N. Reading Public Library, N. Reading	664-6770
Our Place, Stoneham	438-1776

Staff: The staff is divided into two diagnostic-Therapeutic geographical teams; One team covering Melrose and Wakefield, the other covering Stoneham, Reading and N. Reading.

Melrose-Wakefield Team

Benjamin L. Chiampa, A.C.S.W. (Team Coordinator) (Psychiatric Social Worker)
Clifford Cassidy, Ph.D. (Psychologist)
Virginia Carlyn, M.S.W. (Psychiatric Social Worker)
Pearl Janszen, Ed.M. (Psychologist)
Paul Luchini, M.A. (Activity Center) (Psychologist)
Patricia Greelish, M.A. (Crisis Intervention Team) (Psychologist)
Stephanie Mizo, M.S.W. (Psychiatric Social Worker)

Reading-No. Reading, Stoneham Team

Esther Weissman, Ed.D. (Team Coordinator) (Psychologist)
Richard Price, A.C.S.W. (Psychiatric Social Worker)
Kenneth Rosenthal, Ed.M. (Psychologist)
Lynn Cooper, Ed.D. (Psychologist)
Constance Rosenberger, M.S. (Psychiatric Nurse)
Kathleen Infeld, M.N.S. (Crisis Intervention Team)
Anthony Ferrara, B.S. (Director of Activity Center)

In addition to the above, Marjorie McDonald, M.D. (Clinic Director), Robert Chatfield-Taylor, M.D. (Psychiatrist) and Geraldine Naidus, Ed.M. (Director of Volunteers) service both teams.

General Services:

Individual therapy, couple, group therapy, family therapy, play therapy, crisis intervention, psychological testing, chemotherapy and referral for hospitalization as needed. Approximately 600-700

new cases are seen annually. In addition approximately 500 old cases are seen annually. There is no waiting list and a family is contacted by the Intake Secretary within twenty-four hours of the initial call and is seen as soon as possible and practical both for the therapist and patient.

The patient is seen in one of the satellite offices when it is more convenient.

Reading Community Nursery School:

For approximately 12 children with retardation. Ages range from 3-7 years old. Goal is to help these youngsters enroll in a community public school.

Wakefield Community Nursey School:

Same as Reading Community Nursery School.

Crisis Intervention Team:

An outreach program to help families where a family member has been removed from the home because of psychiatric problems, incarceration in a penal institution or there is an alcoholic problem.

Our Place — (Holly Baylis, Director) — Unitarian Church, Stoneham

Our place is designed to help take the sense of stigma out of problem solving and to offer an informal community drop-in center which played down the "therapy" aspect of helping but approached this problem from a more social, educational, and personal growth modality — hopefully a cheerful environment where dedicated, trained volunteers and professionals, working together, could provide a reinforcing climate of trust and caring and where people in trouble, and healthy people could each come to interrelate and learn — each growing in the process.

Our Place is becoming the model for other communities who can see the value of helping people become more competent and healthy through supportive, educational approaches such as workshops, seminars, group social programs, and sharing. It is seen as a bold new program for directly involving community persons as "helpers" in the mental health system. Also to train teachers, parents and others in child development problems.

Activity Center:

Located in the Nazarene Church, Melrose, and the Boys Club in Stoneham. Through "mind and body therapy" a youngster becomes aware of his potential and improves his or her self-image.

Volunteer Program:

Approximately 90 volunteers giving direct and/or indirect service to about 250 children and adults of the five communities. Volunteers, under Mrs. Naidus' training and supervision, are "friendly visitors" to patients' homes, carry on a social group with patients known as the Monday Morning Sunshine Group and the Night Owls. Volunteers visit Danvers State Hospital and become acquainted with patients of the five communities who are to be discharged to the community. This is to insure that these outgoing patients will not feel isolated — they will have a friend. Volunteers have given 600—700 hours per month of their time to Our Place.

Bridge Program with Danvers State Hospital:

All discharged patients of the Eastern Middlesex area are referred to the Guidance Center for follow-up care and medication when necessary. Families of the discharged patients are involved in therapy as needed.

Melrose Mini-School:

Funded by the State Department of Education on contract with the Eastern Middlesex Mental Health Association. The director of the Activity Center in cooperation with personnel of the Melrose Schools is directing three "Activity Centers" in the Melrose Schools. Seven school personnel are being trained in this modality of treatment. Consultation is given to principals, guidance people, and teachers. In addition counselling is offered to the parents of the children involved.

Student Training Program:

Affiliation with Tufts University, Northeastern University, Boston University, and Boston College. Student training program and supervision of master degree students in counseling, psychiatric nursing and social work. Approximately 12 students involved.

Advocacy for the Elderly: (June Hall, B.S. — R.N.)

A program to provide direct services such as assessment of individual needs of the elderly and referral to appropriate community agencies. To work with the families of the elderly in getting needed services for their relatives. To work with those agencies around coordination of services and development of new programs. To provide advocacy for the needs of the elderly.

Consultation:

The Guidance Center offers consultation-liaison to the following agencies:

N. Reading School System — Staff Personnel as needed
Reading School System — Staff Personnel as needed
Stoneham School System — Staff Personnel as needed
Wakefield School System — Staff Personnel as needed
Melrose School System — Staff Personnel as needed
St. Patrick's Parochial School — Staff Personnel as needed

Frequency of consultation and program formulated to meet the requests and needs of the school system.

Combined Visiting Nurses Association: Constance Rosenberger
Melrose Day Care Center: Marjorie McDonald, M.D.
Self-Help Groups: Consultation to Self-Help Groups by designated staff members.
Melrose Visiting Nurses Association: Dr. Lynn Cooper
Council for Aging in Melrose: Pearl Janszen

APPENDIX 2

EASTERN MIDDLESEX MENTAL HEALTH ASSOCIATION, INC.
SERVICE STATEMENT - GUIDANCE CENTER
July 1, 1974 - June 30, 1975

A. CASE INTAKE

	1974-1975	1973-1974
New Cases	554	512
Reopened Cases	38	32
Closed Cases	806	341

B. CASE INTAKE DESCRIPTION

Age	0-3	4-6	7-9	10-12	13-15	16-18	19-21	22-34	35 plus	TOTAL
Male	3	22	32	30	30	23	8	57	52	258
Female	1	9	11	9	20	19	27	112	89	296
TOTAL	4	31	43	39	50	42	35	169	141	554

C. REFERRAL SOURCES

Schools 74
Professionals 61

Laymen. 151
Other Agences 132
Self. . . . . .136 Total. 554

D. UNITS OF SERVICE

	Melrose	N. Reading	Reading	Stoneham	Wakefield	TOTAL
Family Service U.	6108	2790	3985	5820	4553	23,256
Consultation U.	353	240	420	701	443	2,157
Community Service	130	82	78	168	227	685
TOTAL UNITS	6591	3112	4483	6689	6223	27,098

APPENDIX 3

The following report summarizes direct client service provided by volunteers in programs sponsored by the Guidance Center. The volunteers have undergone training at the Center and maintain contact through the Director of Volunteer Services.

Program	No. of Clients	Client Hrs. Provided
(1) Volunteers in all communities who are involved on a one to one basis with clients (9/71)	120	1723
(2) "Monday Morning Sunshine Group" All Saints Church, Stoneham (1/73) Socialization Group	206	4890
(3) "Night Owls" All Saints Church, Stoneham (1/73) Socialization Group	118	1704
(4) "Friends of the Round Table" Socialization Group at Danvers State Hospital for area patients (2/75)	22	280
(5) Medication Groups Socialization Group at Guidance Center (1/75)	65	330
Totals	531	8927

The totals do not include services provided by volunteers at either the "Activity Center" or "Our Place". The "Activity Center" also uses volunteers who usually work in conjunction with a therapist.

"Our Place" has a much more flexible structure than any of the previous listed activities and does not require a specific referral to enter the program. Volunteers perform a variety of functions (e.g. instructors in crafts, arts, etc.) helping to serve the approximately 150 to 175 clients who come on a weekly basis.

There are two additional services available to Reading residents. A new socialization program has been started at the Episcopal Church. This program was initiated through efforts of several volunteers who had seen the need for such a program.

We have recently revised the satellite office in Reading and it is now open two days a week. The Office is located on Summer Avenue. We have space in a residence which had been the "Loring House" and is owned by the Universalist Unitarian Church.

APPENDIX 4

In light of the fact that approximately 95% of 735's Direct Services are delivered to school age persons, it will be more appropriate to delineate 735 services in the following manner. First, those delivered as a direct result of 735's contact with the School system and second, those services which were sought by persons outside of the School setting. There will be later sections of this report which will enumerate services delivered to adults and proposed time commitments by 735 Reading for the upcoming School year.

In January of 1975 as a result of participation in the Adelphi Team, discussions with School officials, and involvement with Reading's youth, the two (2) 735 Outreach Counselors established temporary office space in the Reading Memorial High School with at least one of the workers averaging a minimum of three (3) hours a day in the High School. From this time to the end of the School year, the 735 Outreach Counselors were involved in the following direct services:

(1) Sixteen (16) students were seen for long term individual counseling. This consisted of one (1) to one and one—half (1½) sessions once a week.

(2) Eileen Wiegand co-led a group with Franklin Burke. The group was for females who had expressed or displayed sexual identity problems.

(3) Referrals from Teachers, Guidance Counselors, and Vice Principals resulted in seeing ten (10) students who were in crisis. This type of crisis intervention usually involves a student whose needs are immediate. It could range from drug overdose to a major blowup at home that needs to be handled immediately.

(4) Both Counselors, as mentioned before, were trained with and worked with the Adelphi Team.

(5) Rick Riesenberg spends time in the afternoons "hanging out" with students in the back parking lot of the High School. This type of contact enabled Rick and 735 to remain close to and in touch with "what's happening" in Reading with the intention of being able to anticipate problems and hopefully head them off before they become fullblown.

Further services to school aged persons which were delivered directly at the 735 Reading Outreach Center on Chute Street included:

(1) An average of six (6) persons a month in individual counseling with one (1) of the Outreach Counselors.

(2) The Outreach Center averaged three hundred (300) contacts per month with Reading youth. A contact consists of anytime a young person enters the Center to see a Counselor for whatever the reason may be, even to stop by and say hello.

(3) Further crisis interventions were required during the past year. These generally consisted of kids in immediate trouble with drugs or police or themselves. This is a 24 hour a day, 7 days a week service and 735 Counselors respond to these crises whenever they occur (which usually seems to be on a Saturday or Sunday at 3:00 A.M.)

(4) Four (4) families were seen in the past year for counseling.

(5) Five (5) persons over the age of twenty-five (25) were seen for counseling.

Further services which were offered to Reading residents in the past year were as follows: (It is important to note here that these services are offered as a part of 735 "Core" programming and are not delivered directly in Reading.)

(1) 735 House — a long term Residential Therapeutic Community for adolescents — located in Melrose. At the present time, the State Rate Setting Commission has established a rate of $95.00/wk for one (1) person's care in this Residency. It is free to Reading residents due to their contribution in the Town Budget to 735 Core programming. For the period January 1, 1974 to December 31, 1974, nine (9) Reading

adolescents were in residence at 735 House. The length of stay ranged from one (1) week up to six (6) months. From January 1, 1975 to June 30, 1975, there have been four (4) Reading adolescents in residence at 735 House.

(2) Outservice Counseling — This is a staff of Counselors separate from the Outreach Counselors who can be called in, in appropriate cases. This program saw thirteen (13) Reading adolescents from July 1, 1974 to June 30, 1975. This staff is also used as Supervisors for the Outreach Counselors on Clinical questions.

(3) 735 Hotline — This is a 24 hour a day, 7 days a week Hotline which acts as a non-threatening modality for people in trouble to make contact with another person. From January 1, 1974 to December 31, 1974, the Hotline received 860 calls from Reading residents. From January 1, 1975 to June 30, 1975, the Hotline has received 408 calls from Reading residents.

(4) Crash Pad — As an adjunct service to the Hotline, 735 operates a three (3) bed overnight "crash pad". This is in the same building as our Hotline and is supervised by Hotline staff. Its primary purpose is to provide a place where a kid in crisis can sleep for one (1) night while he and Counselors from 735 work out a solution to whatever the presenting problem may be. From January 1, 1974 to June 30, 1975, twelve (12) Reading adolescents had need for this service.

A final program service offered by 735 is "Expedition 735". This is a five (5) to seven (7) day overnight camping program based on the "Outward Bound" model of confidence and cooperation building through camping and direct contact with the environment. For the period of July 1, 1974 to December 31, 1974, five (5) Reading adolescents participated in this program. Program operation was severely curtailed January 1, 1975 due to end of State Funding. The program was refunded as of July 1, 1975 and to date, four (4) Reading adolescents have participated in the program.

The total cost of all of the above described services to the Town of Reading for the Fiscal 1975 period was $26,000.00. This can be broken down to cost for direct services (i.e.; those delivered by 735 Outreach Counselors in Reading at both the High School and the Chute Street Center) $16,680.00 and cost for Core programs (i.e.; Residency, Outservice Counseling, Program Administration, Hotline, Expedition 735, Crash Pad) $9,320.00. Using the 1974 Town Census Figure of 23,850, that is a per capita cost of $1.09. The monthly billing rate during FY 1975 was $2,166.66.

For Fiscal 1976, 735 is maintaining a profile similar to Fiscal 1975, offering group, individual and family counseling, crisis intervention,

drug education, activities, including planned leather workshop and a movie night with both informative and entertaining films; along with the full range Core programming described above which has been expanded to include an Alternative Home Placement program. This program, funded by the Office for Children, will enable 735 to license and make placements of youth in appropriate Foster Homes.

Although it is still in the planning stage, a tentative figure of at least thirty (30) hours per week will be committed to the High School. This will probably break down to three (3) hours per day for each Outreach Counselor five (5) days a week.

For the Fiscal 1976 period, an annual funding voted was $28,419.00. This breaks down to $18,633.00 for direct services, and $9,786.00 for Core Programming services. Again, using the 1974 Town Census figure of 23,850, this gives a per capita cost of $1.19. The monthly billing rate for FY 1976 is $2,366.66.

APPENDIX 4A

COST ITEMS	FY 75	FY 76
Annual Rate	$26,000.00	$28,419.00
Monthly Rate	2,166.66	2,366.66
Direct Service Cost	16,680.00	18,633.00
Core Programming Cost	9,320.00	9,786.00
Per Capita Cost	1.09	1.20

NUMBER FO READING RESIDENTS RECEIVING SERVICE

		January 1, 1974 December 31, 1974	January 1, 1975 June 30, 1975
In School	Individual Counseling	A	16
	Group Counseling	A	6
	Core Evaluations	A	2
	Crisis Intervention	A	10 (recorded)
Chute Street Center	Individual Counseling	6 per mo. average	6 per mo. average
	Family Counseling	4	2
	Counseling/Persons 25 and older	5b	
	Drop In Contacts	300 per mo. average	300 per mo. average

Core Programming	Residency	9		4
	Hotline Calls	860		408
	Crash Pad	12		9
	Outservice Counseling		13b	
	Expedition 735	5		4c

A — Not working in schools

b — July 1, 1974 — June 30, 1975

c — July 1, 1975 — Present Date

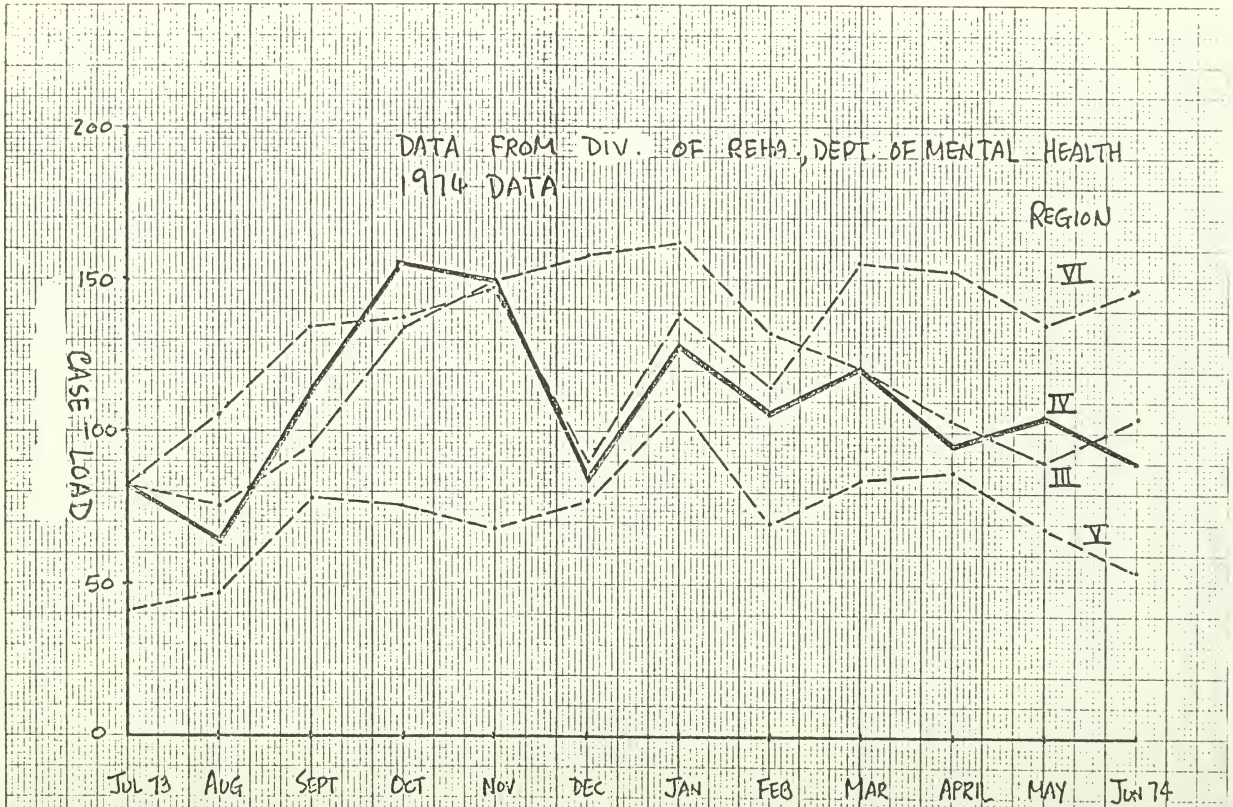


Figure 1. MONTHLY DISTRIBUTION OF CASE LOAD FOR VARIOUS REGIONS

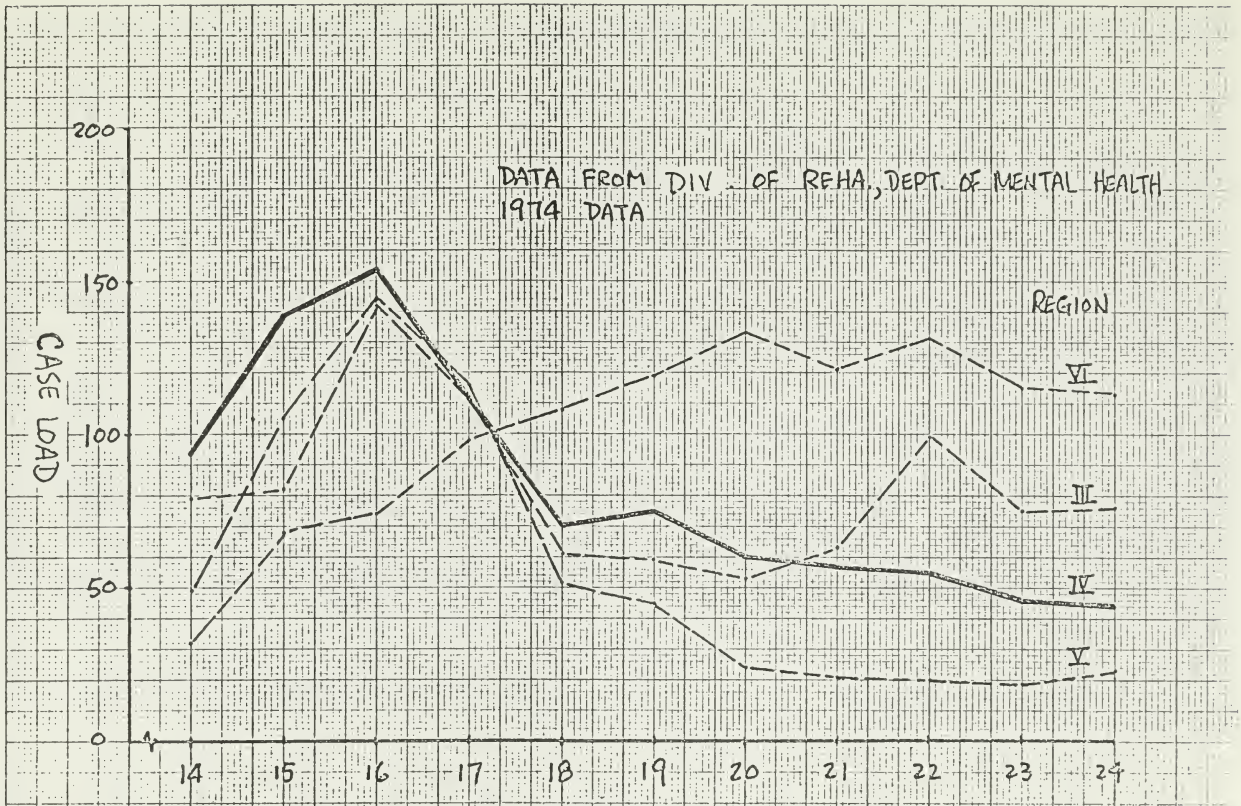


Figure 2 CASE LOAD ACCORDING TO AGE FOR VARIOUS REGIONS

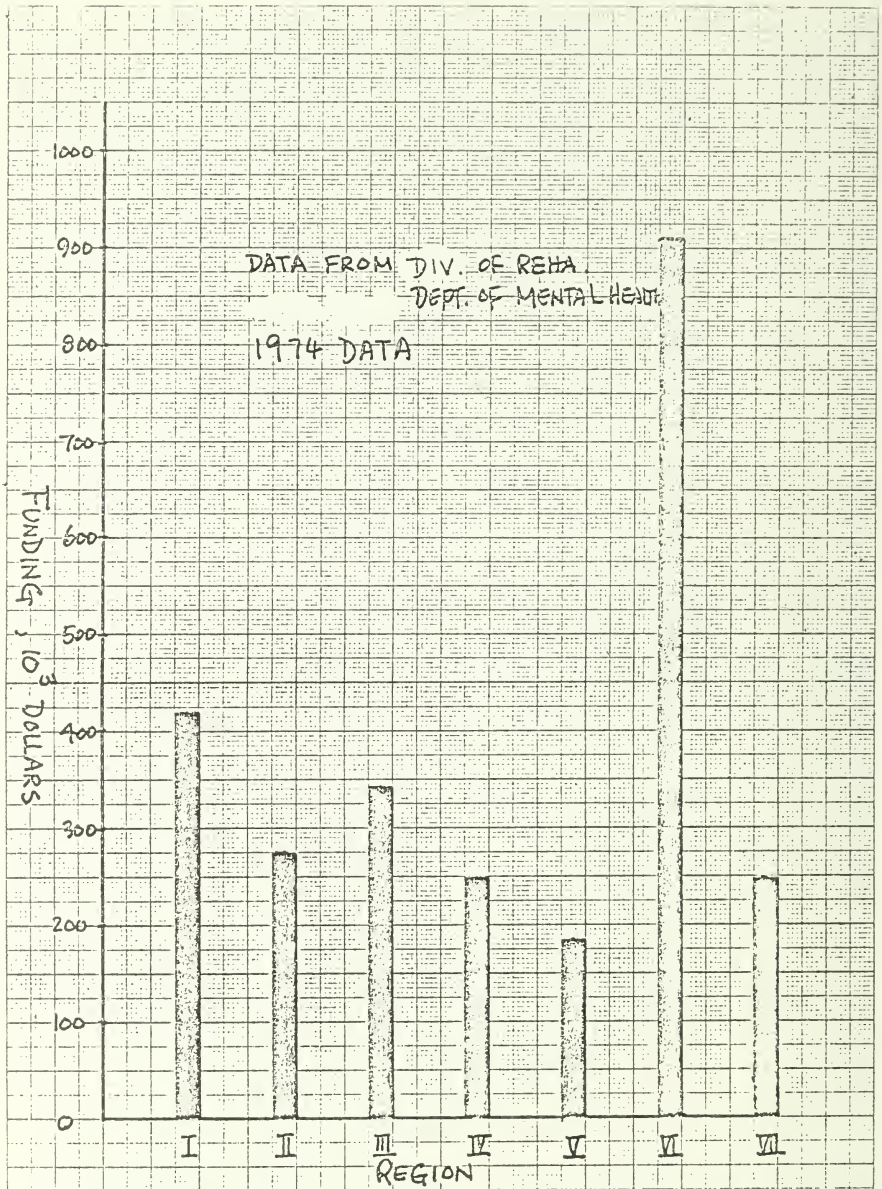


Figure 3. STATE FUNDING TO VARIOUS REGIONS

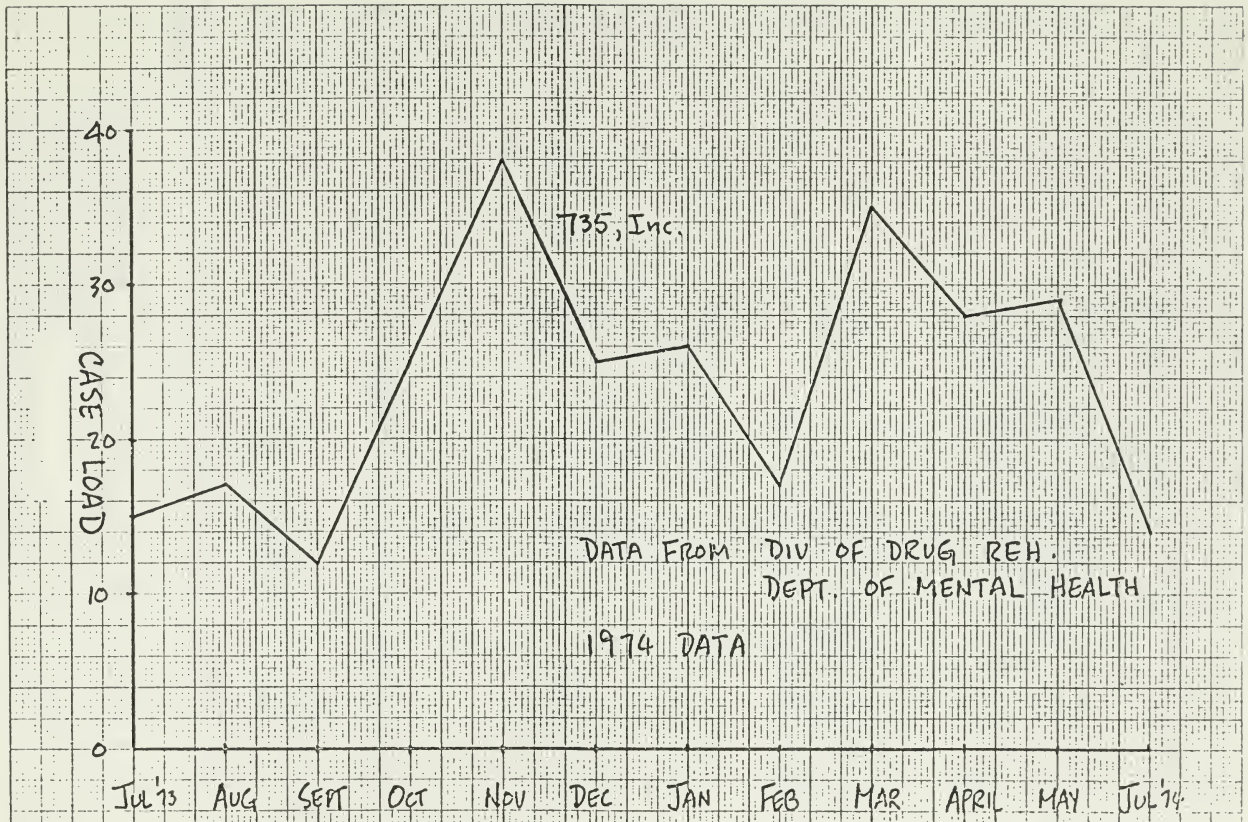


Figure 4. MONTHLY DISTRIBUTION OF CASE LOAD FOR 735, INC.

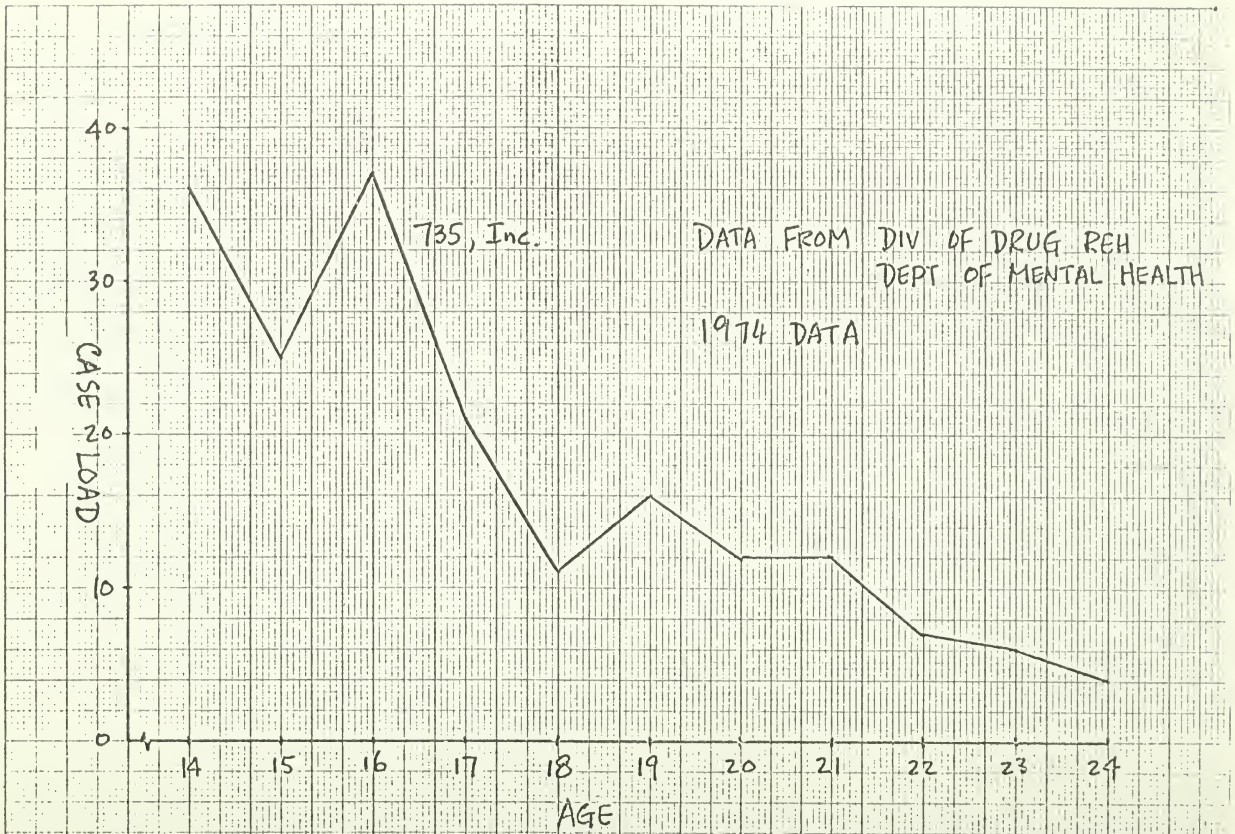


Figure 5. CASE LOAD ACCORDING TO AGE FOR 735, INC.

This report was accepted as a final report and placed on file.

ARTICLE 1. The following report was read by Edward F. Fuller, Chairman of the Board of Library Trustees:

At the last Town Meeting the Board of Library Trustees reported on its need for new facilities. The need is still there.

In its search for more space, the Board of Trustees has been mindful not only of the physical needs of the Library, but of the potential cost to the town. Problems to be faced include the fact that if the site is not already owned by the town, it must be purchased at a fair market price. There is little open space in the down town area, and property large enough to accommodate a library becomes a costly proposition.

Although several sites were considered, the Board felt that the one most suitable in terms of location and cost was the Community Center. This Board met with the Selectmen in June to ask them their plans for that building. In September we were told that no changes were contemplated for that structure.

Our need for space is still a serious problem. Indeed Reading faces a hard choice — more space or reduced level of library service. Every effort has been made to make the best possible use of present facilities, and to insure that service keep pace with skyrocketing use. We cannot continue with the same facilities without seriously curtaining services. The most startling fact that I can report to you is that from 1950 when the last addition was added to the library building to this date, circulation has increased 198%, and use continues to grow each year.

This report was accepted as a report of progress.

On motion of Robert S. Cummings it was voted to lay Article 1 on the table.

ARTICLE 2. On motion of Carl H. Amon, Jr., it was voted that the Finance Committee be instructed to furnish the following report:

"All transfers from the Reserve Fund from July 1, 1975 to date, including:

Date of Transfer
Department Involved
Purpose of Transfer
The reason why each transfer was for an
  extraordinary or unforeseen expenditure.
Current balance in the Surplus Revenue Account.

Unexpended balances at the end of the last fiscal year for School Department, Board of Public Works, Fire Department, Police Department and any other department in which there was more than $5,000. unexpended.

Current status of negotiations with employees of Fire Department, Board of Public Works, School Custodians and Police Department.

Whether or not there have been any changes in funds received from the Commonwealth of Massachusetts or from the Federal government for any purpose since the last Town Meeting."

Elizabeth W. Klepeis, Chairman of the Finance Committee, reported on the above request as follows:

TRANSFERS MADE FROM RESERVE FUND — 7/1/75—6/30/76

Date			
	Original		$175,000.00
7/1	Repair of Boiler—Town Hall	$2,500.00	172,500.00
9/9	School Construction Acc't — Arbitration with Frasca	2,000.00	170,500.00
9/9	Town Hall Boiler & Town Clerk's Radiators	3,875.00	166,625.00
9/18	Selectmen's Clerical Salary—Switchboard Op. 10/1—11/30/75	1,246.50	165,378.50
9/18	Bldg Insp. Clerical Salary—1/1—6/30/76	3,453.06	161,925.44
9/18	Town Acct's Clerical Salary—1/1—6/30/76	3,453.06	158,472.38
9/18	Personnel Bd. Admin. Ass't Salary 1/1—6/30/76	4,602.00	153,870.38
9/18	Bldg. Maint. Police Custodian Salary 10/1—11/30/75	1,000.00	152,870.38
9/25	Acc'ting Machine—3 yr Lease—Print—Costs & Supplies	4,000.00	148,870.38
10/14	School Acc'ting Machine (add to $6,000. budgeted)	3,420.00	145,450.38
11/4	Bldg. Maint.—Moving Treas., Acct., Cemetery Dept.	1,970.00	143,480.38

REASONS UNFORSEEN OR EMERGENCY

7/1 Boiler broke down—unforseen—money voted so that Selectmen could go out to bid.

9/9 Unforseen—to try to win arbitration and financial settlement from Frasca to correct spilling concrete at RMHS.

9/18 Unforseen—CETA Employees—funds ran out—Selectmen's Clerical
(Switchboard Operator) and Police Custodian—new positions which were being kept going until Town Meeting could approve or disapprove positions—transfer for 2 months salaries—other three positions were approved at Annual Town Meeting but not funded completely as CETA funds were expected. Transfer for 6 months salaries for these three positions.

9/25 Unforseen that supplies would be more than estimated at Annual Town Meeting. $3,000. of this will be reimbursed by Middlesex Bank as payment for payroll checks

10/14 Unforseen that school accounting machine would be more than $6,000. budgeted.

11/4 Unforseen that moving costs for new accounting machine would be more than Building Maintenance Expense Budget could absorb.

CURRENT BALANCE SURPLUS REVENUE

Surplus Revenue minus outstanding taxes equals Free Cash. The Free Cash figure is certified by the State Bureau of Accounts at the closing of a fiscal year (i.e. June 30th) and is thus available for Town Meeting use throughout the ensuing fiscal year. In this case until July 1, 1976 — the certified figure: $373,908.00.

The main reasons for this higher Free Cash figure:

$154,542.33	Unexpended balances returned
56,748.87	Higher than Est. receipts from Fed. Gov't.
160,932.00	Last year's Free Cash unexpended
$372,223.20	

Free Cash in FY 74—75 was $180,932.; $20,000. was expended. The $160,932. was carried forward because of uncertainty whether State estimated receipts would be forthcoming at end of fiscal year. $440,000. came to Town from State on June 30, or we would have had a deficit.

UNEXPENDED BALANCES

School	$38,381.40
Public Works	45,727.99

Police	3,795.08
Fire	24,872.22
Board of Health	5,794.79
Recreation	7,068.23

CURRENT STATUS OF NEGOTIATIONS

Fire:	Still in negotiation
BPW:	Settled for 11.7% package; 9% retroactive to June 1st; 2% increase Jan. 1; package also includes longevity, etc. Article 6 is financial need to fulfill settlement ($76,405.)
Schl Cust.:	Contract settled — 10.7% package. Article 13 for $44,540. fulfills settlement.
Police:	Settled last spring and included in Annual Town Meeting budget — 11/7% package.

ANY CHANGES IN FUNDS FROM STATE OR FEDERAL GOVERNMENT

At Annual Town Meeting we committed and voted $254,000. of Federal Revenue Sharing (Police and Firefighters Salaries). At that time we estimated $330,000. would be coming in. The first quarterly payment was $94,556. or a projected $378,224. for the year. Thus the town would have $124,224. uncommitted money under Federal Revenue Sharing.

State receipts to Reading have been $1,300,000. through September. This leaves $3,500,000. left to come in over the course of the year. — estimated receipts: $4,800,000. At this time last year, we had $3,726,000. yet to come in, so we are somewhat ahead of last year in State paymnets for a corresponding time period.

This report was accepted as a report of progress.

ARTICLE 2. On motion of Paul T. Metcalf, as amended by John B. Harker, it was voted that the Moderator appoint a committee of five Town Meeting Members to be known as the Site Selection and Police Station Building Study Committee to work with the Board of Selectmen.

It shall be the duty of this committee to study the need of a new building, the means of funding and the cost of same; and to study the feasibility of remodeling the existing building to make it more acceptable for Police Department use.

Further, that the Selectmen be and they hereby are instructed to turn over to this committee all reports, studies and plans having to do with the police station building and site locations.

A report of the committee shall be brought to the next Special or Annual Town Meeting and the necessary article or articles shall be inserted in the warrant as time allows.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

ARTICLE 3. On motion of Robert S. Cummings it was voted that the Town authorize the payment during the year 1976 of bills remaining unpaid for previous fiscal years; for goods and services actually rendered to the Town, and transfer from available funds and appropriate the sum of Nine Hundred Seventy Six and 55/100 Dollars ($976.55) for payment of:

City of Boston, Tuition	$19.80
City of Boston, Tuition, Adult	255.50
Massachusetts General Hospital Psychological Testing	130.00
Carroll School, Tuition for Handicapped Children	180.00
Carroll School, Tuition for Handicapped Children	180.00
Town of North Reading, Tuition, Evening, Practical Arts	12.00
Vincent Perlo, Psychological Testing	25.00
Winchester Cab, Handicapped Child	42.00
Woburn Street X-Ray, Inc., Psychological Testing	33.00
Dr. Anthony Nigro, Psychological Testing	15.00
Aid to Agriculture	84.25

157 voted in the affirmative
0 voted in the negative
(9/10th vote required)

ARTICLE 4. On motion of Maurice C. Proctor, Jr., it was voted that the Town transfer from available funds and appropriate the sum of Eighteen Hundred Dollars ($1,800.00) for the financing of projects sponsored by the Reading Bicentennial Commission.

ARTICLE 5. To see what sum the Town will raise by borrowing or transfer from available funds, or otherwise, and appropriate to fund the Fire Department Collective Bargaining Agreement, or take any other action with respect thereto.

On motion of Robert S. Cummings it was voted that Article 5 be indefinitely postponed.

ARTICLE 6. On motion of Robert S. Cummings it was voted that the sum of Seventy Six Thousand Four Hundred and Five Dollars ($76,405.00) be transferred from available funds and appropriated for the Board of Public Works as follows, each item being considered a separate appropriation:

Salaries for the Public Works Department	$61,155.00
Salaries for Construction, Maintenance and Operation of Water Works	15,250.00

On motion of Robert S. Cummings it was voted that this meeting stand adjourned until Thursday, November 13, 1975, at 8:00 P.M., to meet in the Memorial High School Auditorium.

Meeting adjourned at 11:25 P. M.

170 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW, Town Clerk

Adjourned Subsequent Town Meeting

November 13, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P. M.

The invocation was given by Rabbi Mordecai Scharf of Temple Emanuel, Wakefield. Followed by a pledge of allegiance of the flag.

ARTICLE 7. On motion of Robert S. Cummings it was voted that the Town create the position of Switchboard Operator in Town Hall at Grade V and the position of Police Custodian at Grade VIII and transfer from available funds and appropriate the sum of Seven Thousand Eighty Five and 10/100 Dollars ($7,085.10) for the purpose of funding these positions.

On motion of Robert S. Cummings it was voted to take Article 1 from the table.

ARTICLE 1. A verbal report was given by Robert S. Cummings, which was accepted as a report of progress, regarding the Police Station.

ARTICLE 1. The following report was read by Ruth E. Johnson for the Conservation Commission:

REPORT OF PROGRESS CONCERNING HOPKINS FARM

In accordance with the instruction under Article 70 of the Adjourned Annual Town Meeting of May 22, 1975, the Conservation Commission has been investigating the possibility of the purchase by the Town of Reading of the twenty-four acres of land off Walnut Street commonly known as "Hopkins Farm", or of any portion of this land.

We have met with the prospective developer of this tract of land in regard to the purchase of all or part of it. He has been proceeding with the planning and engineering for development of forty-nine house lots and with the necessary subdivision and wetlands approvals, but he has indicated to us a willingness to negotiate a sale of a portion of the land. At this time no final decisions have been made on what portion or portions may be offered for sale to the Town.

It is our intention to continue these discussions and to come to the Annual Town Meeting with a constructive proposal for purchase of a part of Hopkins Farm for conservation and/or recreation purposes.

This report was accepted as a report of progress.

ARTICLE 1. The following report was read by Frank E. Graupner of the Municipal Light Department.

In the spring, 1975 Town Meeting, a specific question was asked relative to the general Birch Meadow and High School Area relative to street lighting.

Following Town Meeting, our Engineering Department reviewed street lighting on public streets around all town public schools and have made the following changes:

PEARL STREET SCHOOL	Changed one 100 watt mercury fixture to 175 watt on Pearl Street.
LOWELL STREET SCHOOL	Installed two new 175 watt mercury fixtures, one on Lowell Street and one on Hartshorn Street.
HIGHLAND SCHOOL	Changed two 189 watt incandescent fixtures to 100 watt mercury on Dudley Street. Changed three 189 watt incandescent fixtures to 100 watt mercury and added one 100 watt mercury on School Street. Installed one new 100 mercury fixture on Deering Street.
READING HIGH SCHOOL	Changed six 175 watt mercury fixtures to 400 watt mercury on Oakland Road and changed one 175 watt mercury fixture to 400 watt mercury on Parkview Road.
PARKER JR. HIGH	Changed four 189 watt incandescent fixtures to 100 watt mercury on King Street. In addition, we installed new brackets on three of fixtures.
JOSHUA EATON SCHOOL	Changed one 100 watt mercury fixture to 175 watt mercury on Oak Street. Replaced glassware on two existing fixtures on Summer Avenue to improve light distribution.

PROSPECT STREET SCHOOL	Installed one new 100 watt mercury fixture on Prospect Street.
BARROWS, BIRCHMEADOW, KILLAM AND COOLIDGE JR. HIGH SCHOOL	Existing lighting was determined to be adequate.

In addition to those changes, we have requested the Board of Public Works to have their tree trimming crew trim around street lights on Temple Street, Middlesex Ave., and the entrance to Parker Junior High so the street lights can properly illuminate the streets in those areas.

Our crews have also replaced parts of the floodlights at the Birchmeadow Drive basketball courts damaged by vandals.

The work above required material and labor expenditures of $1,811.94, which includes repair to the Birch Meadow floodlights of $530.10.

Vandalism is our most serious problem in maintaining street and area lighting equipment. There are no street or area light fixtures being manufactured which are not fairly easy to damage and continue to give adequate light. Our situation is much the same as other utilities throughout the country. We are advised manufacturers are working on a better street light fixture which will be able to sustain a reasonable amount of abuse without breaking, and, at the same time, give the needed illumination that we require. When these are available, we will utilize them where it is necessary.

The cost of vandalism is high; for example, in May and June of this year fixtures in the area of the High School cost $1,172.00, which again includes the floodlighting of the basketball courts.

This report was accepted as a report of progress.

On motion of Robert S. Cummings it was voted to lay Article 1 on the table.

ARTICLE 8. To see if the Town will vote to create a Historical Commission pursuant to the provisions of Section 8D of Chapter 40, and vote to accept the provisions of said Statute, or take any other action with respect thereto.

On motion of Robert S. Cummings it was voted that Article 8 be indefinitely postponed.

ARTICLE 9. On motion of John B. Pacino it was voted that the Town transfer from available funds and appropriate the sum of Six Thousand Five Hundred Dollars ($6,500.00) for the maintenance and repair of the Swimming Pool.

ARTICLE 10. On motion of John H. Russell it was voted that the Town accept the layout, relocation and alteration of the public highway known as Grove Street from Mark Avenue to Henzie Street as laid out, altered and relocated by the Board of Public Works by instrument dated October 27, 1975, and as shown on a plan entitled "Relocation and Alteration of a Portion of the Sidelines of Grove Street", E. Roger Louanis, Superintendent, dated July 1975, both of which are filed in the Office of the Town Clerk, and that the town authorize the Board of Public Works to acquire by purchase, gift, eminent domain or otherwise, the fee or rights of easement in the land which is necessary to alter and relocate Grove Street according to said instrument and plan and that the sum of Two Hundred Dollars ($200.00) be transferred from the previously appropriated funds under Article 46 of the Adjourned Annual Town Meeting May 8, 1975, for the cost of such acquisition, such sum to be expended by and under the direction of the Board of Public Works.

151 voted in the affirmative
1 voted in the negative
(⅔rd vote required)

ARTICLE 11. On motion of David F. Ham it was voted that the Town amend Article XXIV of the By-Laws of the Town by adopting in its entirety the revision and recodification of the provisions of that By-Law, as contained in a 16-page document entitled "Town of Reading Personnel By-Law, Article XXIV of General By-Laws" and dated November, 1975, and substituting the provisions contained in that document for those of Article XXIV as currently in effect.

TOWN OF READING

PERSONNEL BY-LAW

ARTICLE XXIV of GENERAL BY-LAWS

Personnel Board Members:
David F. Ham, Chairman
Leo R. Campbell
David W. Kruger
James J. Fandel
John C. Newman
James H. Morley, Personnel Admin. Asst.

CONTENTS

	Page
SECTION 1 — DEFINITIONS	1
SECTION 2 — APPLICABILITY	1
SECTION 3 — PERSONNEL BOARD	2
SECTION 4 — CLASSIFICATION and COMPENSATION PLANS	
A. Classification Plan	3
B. Compensation Plan — Administration of Overtime Compensation	4
SECTION 5 — EMPLOYMENT, TRANSFER, PROMOTION	
A. Employment	6
B. Transfer and Promotion	7
SECTION 6 — SERVICE CREDIT	7
SECTION 7 — BENEFITS AND WORKING CONDITIONS	
A. Sick Leave	7
B. Funeral Leave	8
C. Military Leave	8
D. Jury Service	8
E. Maternity Leave	9
F. Leave of Absence	9
G. Holidays	9
H. Vacations	9
SECTION 8 — COMPLAINT PROCEDURE	10
SECTION 9 — Appeals	10
SECTION 10 — CIVIL SERVICE	10
SECTION 11 — EFFECT OF INVALIDITY	10
SECTION 12 — AMENDMENTS	10

SECTION 1 — DEFINITIONS (Page 1)

Board — The Personnel Board

Department — Any department, board, committee, commission or other agency of the Town subject to this By-Law.

Department Head — The officer, board chairman or other authority having immediate supervision and control of a department.

Exempt Employee — An employee normally not entitled to receive overtime compensation.

Non-Exempt Employee — An employee entitled to receive overtime compensation.

Full-Time Employment — Employment for not less than seven and one-half hours for five days a week for fifty-two weeks, minus legal holidays, paid vacations and other authorized leaves of absence.

Part-Time Employemnt — Employment for less than full-time as defined above.

Position — An office or post of employment in the Town's service with duties and responsibilities calling for full-time or part-time employment of one person in the performance and exercise thereof.

Permanent Position — Any position in the Town service which is intended by the Town to require the services of an employee without interruption, for an indefinite period of time, which shall in no event be less than one (1) year, either on a full or part-time basis.

Temporary Position — Any position in the Town service which is intended by the Town to require the services of an employee for a fixed term of less than one (1) year.

Town — The Town of Reading.

SECTION 2 — APPLICABILITY

This By-Law shall apply to all Town Departments, except the School Department and Municipal Light Department, and to the positions of all employees in the service of the Town except those under jurisdiction of said School and Municipal Light Departments, those filled by popular election and certain positions the incumbents of which render intermittent or casual service; unless specifically and otherwise excepted, wholly or in part, by statute, collective bargaining agreement or other by-law or regulation superior to this.

All provisions of this By-law shall apply to all covered Departments and positions unless excepted as stated above. Specifically, the Classification and Compensation Plans included hereunder as Schedules A and B respectively shall apply only to positions definitely included therein.

(Page 2) If the School Committee or Municipal Light Board shall vote to have certain of its employees come under the provisions of this By-law, they shall be included under the terms.

In order that the best interest of the Town shall be served, it is urged that the School Committee and the Municipal Light Department confer,

at regular intervals, with the Personnel Board at least twice a year and exchange information on wages, salaries, hours and conditions of employment of Town and School Department employees, other than professional employees under the School Committee, to minimize inequalities which could prove detrimental to the interests of the Town.

This By-law recognizes the Towns moral and legal obligations to establish personnel policies and administer personnel practices without regard to race, creed, sex, age or national origin.

SECTION 3 — PERSONNEL BOARD

To administer this By-law, there shall be a Personnel Board, hereinafter called the Board, consisting of five members as follows: One member of the Finance Committee, such member to be chosen by the Finance Committee; and four members to be appointed by the Board of Selectmen. All members shall be citizens of the Town, but shall not be Town Officers, nor employees of the Town, nor members of any standing board, commission or committee of the Town, except for the aforementioned Finance Committee member and except that any or all may be Town Meeting Members. All members shall serve without compensation.

[A] Appointments to the Board

The term of appointment for all members shall be for three years. To preserve continuity among the membership, the beginning and ending of terms shall be staggered, insofar as is practical, over a three year period.

If any member of the Board shall resign or otherwise vacate his office before the expiration of his term, a successor shall be appointed as provided above, to serve for the balance of the unexpired term. Each member of the Board shall serve until his successor has been appointed. All members may be re-appointed to successive three year terms.

[B] Organization of the Board

The Board shall meet and organize as soon as possible after July 1st of each year. At said meeting it shall elect its own Chairman and any other officers it may deem necessary to conduct its business.

In the event a vacancy occurs in the Office of Chairman or any other office, the Board shall elect a successor from its membership.

[C] **Voting**

A majority of the total membership of the Board shall constitute a quorum for the transaction of business and the vote of a majority of the members attending and voting shall be necessary for any official act of the Board.

[D] **Employing Assistance and Other Expenses**

The Board may employ assistance and incur expenses as it deems necessary, subject to appropriation by the Town of funds therefore.

[E] **Workspace**

The Selectmen shall furnish the Board with such meeting room it may require for the performance of its duties and adequate space and facilities for the storage of its property.

[F] **Authority of the Board**

The Board shall have all the powers and duties specified in Section 108c of (Page 3) Chapter 41 of the General Laws.

The Board is hereby authorized to administer the provisions of this By-law except for such duties as may be specifically assigned by statute or other by-law to other town officers, boards, commissions or committees.

The Board may, as it deems necessary, issue, amend or revoke administrative orders to insure compliance with the provisions of this By-law, votes of the Town and such State and Federal statutes and administrative and executive orders pertaining to personnel administration as the Board may be responsible for administering and/or enforcing. Appeals from decisions of the Board may be taken to the Board of Selectmen and/or the Town at the next Annual or Special Town Meeting.

Except as otherwise provided by law, the Board shall have access to all facts, figures, records and other information relative to the personnel of Town Departments subject to the provisions of the By-law, and the same shall be promptly furnished by such department whenever so requested by the Personnel Board, and in such form as the Board may require.

[G] **Meetings**

The Personnel Board shall meet regularly (once each month in at least ten (10) months of every year) for the transaction of business, and it

shall hold such special meetings as may be called by the Chairman, or directed by vote of the Board.

The Board shall keep a record of its official proceedings which shall be available on reasonable notice for public inspection.

SECTION 4 — CLASSIFICATION AND COMPENSATION PLANS

[A] Classification Plan

The Personnel Board shall establish an official Classification Plan which is hereby designated Schedule A and made a part hereof, classifying by Occupational Class and specific Job Title and assigning to Pay Grades certain exempt and non-exempt positions in the service of the Town, other than those which are specifically exempted according to Section 2 (Applicability) above. Such Plan shall constitute the Classification Plan of the Town within the meaning of Section 108A of Chapter 41 of the General Laws.

The Job Title of each position as established by the Classification Plan shall be the official title of such position and of the incumbent of such position and shall be used to the exclusion of all others for all purposes relating to the position, including but not limited to payrolls and official records.

Before any individual may be hired, transferred or promoted into any newly established position, the Personnel Board shall approve the classification by Job Title and Pay Grade. Requesting departments shall seek such classification approval in advance of any request for funds.

The Personnel Board may from time to time, as it deems appropriate, investigate and review the work of any position subject to the provisions of this By-law and reclassify such position as required.

The Board shall maintain and may require of department heads, written job definitions for positions classified under the Classification Plan, including statements describing the kind of work, the distinguishing feature of the work and such illustrative examples of duties as may be deemed appropriate. The Board may from time to time cause such written definitions to be amended. Job definitions for any job shall be interpreted as descriptive only and not restrictive. That is, they shall be construed solely as a means of classifying said job and not as prescribing what the duties or responsibilities any job shall be, nor as modifying or in any way affecting the power of any administrative authority to assign duties to or direct and control the work of any employee under the jurisdiction of such authority. (Page 4)

Whenever a new position is established or when the duties of an existing position are so changed as, in effect, to create a new position, the Board may amend a job classification or add a new classification tentatively to the Classification Plan, subject to the subsequent ratification of its action by formal amendment of the Plan by vote at the next Special or Annual Town Meeting.

[B] Compensation Plan

The Personnel Board shall establish a Compensation Plan which is hereby designated Schedule B and made a part hereof, establishing qualification point ranges and minimum and maximum compensation rates for each Pay Grade. Such Plan shall provide for rate progression from minimum to maximum through the rate ranges. In no case shall the maximum rate be exceeded. The Compensation range established for any Pay Grade shall be the range for all positions assigned by Job Title to that Pay Grade.

The rates set forth in Schedule B shall constitute the Compensation Plan of the Town within the meaning of Section 108A of Chapter 41 of the General Laws.

ADMINISTRATION OF COMPENSATION PLAN

1. Policy Statement

It is the policy of the Town of Reading to pay its employees fairly and equitably. Such rates of pay shall reflect both experience and performance levels of individuals within the various salary grades.

2. Responsibility

Applicable managers of town departments are responsible for the implementation of this policy and for adhering to the quidelines set forth.

The Personnel Board is responsible for monitoring this policy. No exceptions to this policy will be allowed without prior approval of the Personnel Board.

3. Starting Pay Rates

A: Individuals must be paid no less than the minimum pay rate of the applicable labor grade.

B: A manager may approve a starting salary up to the midpoint of the applicable salary range. Consideration of a starting salary above the minimum must be based on skill and experience.

C: Starting pay rates which exceed Para. 3-B above must have prior approval of the Personnel Board.

4. Mandatory Reviews — Non-Exempt Employees

A: All new, promoted, or transferred employees will be reviewed for performance purposes no more than six months after assuming their assignment.

B: All new, non-exempt employees must be reviewed for compensation purposes no later than six months after date of hire. If an employee is retained, based on his/her performance review (Para 4—A), such employee must be granted a salary increase of no less than 5%. The same procedure shall be repeated on an employee's first anniversary. (Page 5)

C: All salary increases in excess of that recommended for "Good" performance under Schedule B which are proposed under this section are subject to prior approval of the Personnel Board.

5. Mandatory Reviews — Exempt

A: All new, promoted, or transferred employees will be reviewed for **Performance** purposes no more than twelve months after assuming their assignment.

B: All new, exempt salaried employees must be reviewed for compensation purposes no later than twelve months after date of hire. If an employee is retained, based on his/her performance review (Para. 5—A), such employee must be granted a salary increase of no less than 5%. Subsequent reviews shall be subject to Section 6, Merit Salary Reviews.

C: All Salary increases in excess of that recommended for "Good" performance under Schedule B which are proposed under this section are subject to prior approval of the Personnel Board.

6. Merit Salary Reviews

A: All Town employees shall be reviewed for compensation purposes, based on merit, at least annually.

B: Merit Salary Increases, except as provided in 4—B and 5—B above, shall be granted by Merit Ratings according to the information as shown in Schedule B.

C: All Merit Salary Increases shall be apart from adjustments which may be recommended by the Personnel Board and approved by Town Meeting.

Part-time employees shall receive pro-rated compensation at the hourly rate applicable to the job on a full-time basis.

The rates shown in Schedule B shall constitute the total remuneration for any position, including pay in any form, unless specific exception is noted. They shall not include actual and authorized expenses necessarily incident to the employment. No employee shall work nor receive compensation in any form from more than one department at one and the same time, for full or part-time work. All employing authorities are charged with these responsibilities.

Temporary employees shall be paid at a rate established by the department head after approval by the Personnel Board.

Individuals temporarily serving the Town who are funded by State or federal programs shall be compensated at rates set by such programs or, if no such rate is set, at a rate recommended by the Personnel Board which is nearest to the appropriate Job Title and Pay Grade in which the employee is to perform.

Temporary employees whose pay may be funded in part by state or federal programs, subject to approval by Town Meeting, may be supplemented in an amount recommended by the Personnel Board, which is necessary to properly relate them to the appropriate Job Title and Pay Grade in which they are to perform.

Cooperative or placement training college students serving the Town shall be compensated at rates recommended by the Personnel Board. (Page 6)

OVERTIME COMPENSATION

Non-Exempt employees whose customary work week is thirty-seven and one half hours shall be paid overtime at the rate of straight time for hours worked in excess of thirty-seven and one half in any given work week through forty hours, thereafter at time and one half the basic hourly rate. For non-exempt employees whose customary work week is forty hours, overtime at the rate of one and one-half times the regular rate shall be paid for hours worked, in excess of forty in any work week.

Exempt employees normally are not to be paid overtime. Under conditions which shall be defined by the Superintendent of Public Works, as those wherein, the work cannot be postponed, certain employees may be paid overtime if hours actually worked in any regular work week exceeds forty (40). They shall be paid for all hours worked in excess of forty in any work week at an hourly rate which shall be computed on their weekly salary divided by forty.

SECTION 5 — EMPLOYMENT, TRANSFER AND PROMOTION

[A] — Employment

All applicants for employment with the Town departments covered by this law, will fill out and sign an Application For Employment form. Exceptions will be made only for emergency, temporary employment of not over ten (10) days duration. This form will contain pertinent information relative to the employee and his employment record for the last three places of employment.

If the Department Head considers the application as satisfactory for employment, he will make an appointment for a physical examination at the Town's expense, in accordance with Article XXV of the By-Laws of the Town.

If upon successful completion of the examination, a Department Head reaches a decision to hire an applicant, he will initiate a Personnel Action Form and forward same to the Personnel Board.

If the position being filled is an existing one the Department Head will indicate the Job Title, Pay Grade and starting rate of pay as arrived at according to the Compensation Plan. Such action if it does not exceed the provisions of sub-section 3-B under Administration Of Compensation Plan, requires concurrence only by the Personnel Board. If the position being filled is a new one requiring classification or if the starting rate exceeds the starting salary provision stated in sub-section 3-B under Administration of Compensation Plan the Department Head will follow the same procedure, but such action shall require prior approval by the Personnel Board.

[B] — Transfers and Promotions

(1) The Town encourages a policy of promoting from within. The decision as to selection for transfer rests with the department where the vacancy occurs subject to approval of the Personnel Board. When a vacancy is filled by transfer, consideration shall be given to employees according to performance and length of service.

(2) When an employee is permanently promoted to a higher job classification, he will receive no less than the minimum of the rate range for the new job and no less than his present rate of pay. (Page 7)

(3) When an employee is transferred to a lower job classification, he will receive the maximum of the job classification to which he is transferred or his existing rate, whichever is lower.

A person filling a higher job classification temporarily while the incumbent is absent on vacation or sick leave will not be paid at the higher rate. Pay for longer term temporary transfers or promotions will be considered on an individual basis upon recommendation of the Department Head to the Personnel Board.

SECTION 6 — SERVICE CREDIT

Service to the Town shall be determined as the service accrued by a permanent employee, commencing from the date of employment, which is uninterrupted except by military service or other authorized leave of absence. Termination for any reason shall constitute a break in service. If a former employee of the Town returns to the service of the Town and completes at least five years of continuous full-time service following such return, the amount of continuous full-time service immediately preceding the interruption of his work for the Town shall be added to the five years of current full-time service to compute a new Service Credit date.

SECTION 7 — BENEFITS AND WORKING CONDITIONS

The following benefits apply to all permanent employees of the Town subject to this by-law whose regular work week is twenty (20) hours or more. Any monetary payment to part-time employees resulting from application of any of these benefits shall be made on a pro-rata basis, based on the average hours worked for the four pay periods immediately preceding the period in which such payment falls.

[A] Sick Leave

All permanent full or part-time employees who have completed thirty (30) continuous weeks of employment shall be eligible for payment from accrued sick leave for days absent due to illness or injury.

Sick leave shall be accrued on the basis of 1¼ days per month of service, beginning on the first day of the month of employemnt and the total sick leave may be allowed to accumulate, if unused in any year, until such accumulated days reach ninety.

When absence by reason of sickness or injury is for a period of five consecutive days or more, the Department Head shall require the employee to submit a letter from a regularly licensed practicing physician giving the diagnosis and prognosis before the employee shall be entitled to leave with pay. The Town reserves the right to send a physician at its expense to examine the employee.

If an employee's accumulated leave with pay is about to be exhausted and he has no remaining vacation, holiday or other leave days, he or she may make application for up to an additional thirty days of leave with pay. The Department Head shall require the employee to submit a letter from a regularly licensed practicing physician giving the diagnosis, prognosis and expected date of return to work. Determination of eligibility to pay will be made upon the recommendation of the Department Head to the Personnel Board which is authorized to grant such allowance as it may determine is equitable after reviewing recommendations of the Department Head and all other circumstances, including the employee's attendance and performance records supporting his request for the additional allowance.

(Page 8) When absence is compensable under Workmen's Compensation Law, an employee shall be paid the difference between Workmen's Compensation benefits and his regular base salary until part, or all of this accumulated sick leave credits have been used up. One-half day shall be charged against accumulated sick leave for each day of absence under these conditions.

Employees whose services are terminated for any reason shall not be entitled to compensation in lieu of sick leave not taken.

A complete and accurate record shall be maintained, by the Department Head, of each employee, setting forth the dates used from his sick leave and the number of his sick leave days remaining. Such record shall be available for inspection by the individual employee upon reasonable request.

[B] Funeral Leave

In case of death in the immediate family, a permanent full or part-time employee may be granted leave of absence with pay for the work days following within the period between the time of death and the day of the funeral. Such paid leave shall not normally exceed three (3) days.

Immediate family is defined as spouse, parent, son, daughter, brother, sister.

One (1) day leave with pay shall be granted to any regular employee upon the death of other members of the family as follows: aunt, uncle, grandparent, grandchild, sister-in-law, brother-in-law, parent-in-law, son-in-law and daughter-in-law.

Any exception to the above may be made only upon formal recommendation of the Department Head and approval of the Personnel Board.

[C] **Military Leave**

Employees who serve in the Armed Forces of the Commonwealth, or as members of a reserve component of the Armed Forces of the United States, under orders, will be allowed the difference between the base pay they may receive for such service and their regular rate of compensation from the Town, for a period of not more than seventeen (17) calendar days of military leave attributable to their annual tour of military duty.

Employees shall be entitled, during times of service in the Armed Forces of the Commonwealth or during tours of duty as members of a reserve component of the Armed Forces of the United States, to be released from work, without compensation, in order to attend assigned weekly and week-end drills which require absence from normally scheduled work hours. Such releases from work shall not affect leaves of absence or vacations with pay, and employees shall receive the same leave of absence or vacation with pay given to other like employees or officials.

[D] **Jury Service**

A full-time employee shall be allowed leave to fulfill jury duty. If the jury fees, exclusive of travel allowances, received by said employee for such jury duty shall be less than the regular pay received by him from the Town, the difference between said fees and regular pay shall be paid to such employee by the Town. However, as a condition to receiving such payment, the employee agrees that if during such jury duty he is discharged for the day or major portion whereof during regular work hours, he will report to his supervisor for such work as may be assigned. An employee performing such jury duty and who desires the benefit of this article shall be required to present weekly to his department head a certificate by the court or any duly authorized representative as to the time spent by the employee in such jury duty during such week. (Page 9)

[E] **Maternity Leave**

A permanent employee is entitled to at least eight weeks maternity leave provided she has been employed for at least three consecutive months and provided she gives two weeks notice of her expected departure date and notice that she intends to return to her job.

She is entitled to return to the same or a similar position without loss of benefits for which she was eligible on the date her leave commenced, provided she terminates her maternity leave within eight weeks after the date of confinement. Accrued sick leave benefits shall be provided for maternity leave purposes under the same terms and conditions which apply to other temporary medical disabilities.

[F] Leave of Absence

Unpaid leave of absence for personal reasons may be granted by the Department Head for periods not to exceed two weeks. Requests for longer unpaid leaves of absence require prior approval of the Personnel Board.

Except for the specific provisions of these regulations, all leaves of absence shall be without compensation.

[G] Holidays

All permanent Town employees shall be entitled to the following holidays with pay when they fall within the regular work week: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day.

If a holiday should fall on a Saturday, it will be celebrated on the preceding Friday and if a holiday should fall on a Sunday, it will be celebrated on the following Monday.

In order to qualify for holiday credit, an eligible employee shall have worked on the last regularly scheduled work day prior to, and the next regularly scheduled day following such holiday, unless absence is authorized by his Department Head.

In the event an employee is required to work on any of these holidays he shall be compensated for the number of hours worked, at his regular hourly wage, in addition to his regular pay.

[H] Vacations

Two weeks vacation with pay shall be granted to all permanent employees who have actually worked thirty (30) weeks during the twelve months preceding June 1st. Vacations shall be granted aa computed in the following table. No vacation shall be granted until the completion of thirty (30) weeks of employment.

Length of Service	Amount of Vacation
Less than 1 year	5/6 day per month
1 year but less than 5	2 weeks
5 years but less than 10	3 weeks
10 years or more	4 weeks

Vacations are scheduled under the direction of the Department Head at the convenience of the Department.

Vacations must be taken within the calendar year and cannot be accumulated from year to year, except under emergency conditions brought about by conditions of employment. Such cases shall be approved by the Department Head. (Page 10)

If a holiday falls within the vacation period, one day will be added to the vacation.

Whenever the employment of a person is terminated during the year by dismissal through no fault or delinquency on his part, or by resignation, retirement or death, he or his estate shall be paid at the regular rate of compensation payable to him at the termination of his employment, an amount in lieu of his or her unused vacation leave.

SECTION 8 — COMPLAINTS PROCEDURE

All differences, disputes and complaints that may arise between Town employees and their respective departments shall be taken up at reasonable times during working hours and handled in the following steps:

Step 1 — The aggrieved employee will take his complaint to his or her immediate supervisor for resolution within 30 days following the incident which gave rise to the complaint. If the matter is not resolved to the satisfaction of the employee within two working days, the employee may proceed to step 2.

Step 2 — The employee shall meet with his or her immediate supervisor and the appropriate department head to resolve the complaint. If the complaint is not resolved to the satisfaction of the employee within five working days, the employee may proceed to step 3.

Step 3 — The employee shall notify the Personnel Board, in writing, of his or her complaint. The Personnel Board shall act as mediator between the parties involved. If the complaint is not resolved to the satisfaction of the employee within twenty working days, the Personnel Board will proceed to step 4.

Step 4 — The Personnel Board shall submit a report of its findings, together with its recommendations for the resolution of the dispute, to the Board of Selectmen. The decision of the Board of Selectmen shall be binding on all parties concerned in the complaint.

SECTION 9 — APPEALS

If any request is denied by the Personnel Board, the Agency,

Department or Branch of the Town involved may appeal to the Town for a final decision at the next Town Meeting in a special Article in the Town Warrant.

SECTION 10 — CIVIL SERVICE

Nothing in this By-Law shall be construed to conflict with Chapter 31 of the General Laws.

SECTION 11 — EFFECT OF INVALIDITY

The invalidity of any section or provision of this By-law shall not invalidate any other section or provision thereof.

SECTION 12 — AMENDMENT TO THE PERSONNEL BY-LAW

The Personnel By-Law may be amended in the same manner in which the Town by-laws may be amended; provided, however, that no amendment to the By-law shall be made until it has been presented by signed petition addressed to and submitted to the Personnel Board. Upon receipt of such a written petition, the Board, after giving the petitioners, the heads of the departments and employees affected at least three (3) days written notice, shall hold a hearing of the parties interested to consider the proposed amendment. If the Personnel Board shall fail to act on an issue so presented within fifteen (15) days after the hearing thereon, the Personnel Board shall be deemed to have disapproved the petition. The petition may then be presented to the Town Meeting for consideration and action, if so desired. The Personnel Board may of its own motion after a similar hearing of or conference with the parties interested propose an amendment to the By-law.

FISCAL YEAR 1976

SCHEDULE A — CLASSIFICATION PLAN

Classification of position by occupational classes, description by specific job title and assignment of non-union positions to pay grades.

1. EXEMPT POSITIONS

JOB TITLE	
A. PUBLIC WORKS CLASSES	**PAY GRADE**
Superintendent of Public Works	27

Asst. Superintendent of Public Works—Operations	23
Asst. Superintendent of Public Works—Engineering	23
Superintendent of Cemetery Department	20
Supervisor of Forestry Department	19
Supervisor	20
Senior Civil Engineer	20
Pumping Station Engineer	19
Sanitary Division Engineer	18
Assistant Civil Engineer	17

B. PUBLIC SAFETY CLASS

Police Chief	*
Fire Chief	26

C. INSPECTION CLASS

Appraiser	24
Building Inspector	18
Health Agent	18

D. GENERAL GOVERNMENT CLASS

Executive Secretary	25
Town Accountant	20

E. LIBRARY CLASS

Director	21

* Conforms to M.G.L. Ch48, S57G

2. NON-EXEMPT POSITIONS

JOB TITLE

A. PUBLIC WORKS CLASSES

Assistant Sanitary Division Engineer	14
Land Surveyor	14
Administrative Assistant — Business	14
Senior Draft. ın	11
Transitman	11
Administrative Clerk	9
Junior Draftsman	7
Rodman	6

(All other titles in Public Works are included in collective bargaining agreements between the Town of Reading and the American Federation of State, County and Municipal Employees Union, AFL—CIO, Council

#4 and Local #1703 and are thereby excluded from the Classification Plan).

B. PUBLIC SAFETY CLASS

Police Lieutenant	20
Sergeant Detective	19
Police Sergeant	18
Police Matron	5
Fire Department Mechanic	14
Fire Alarm Lineman	11
Fire Alarm Groundman	7
Dog Officer	9

(All other titles in Public Safety are included in collective bargaining agreements between the Town of Reading and the Reading Patrolman's Association and the International Association of Firefighters AFL—CIO Local #1640, and are, thereby, excluded from the Classification Plan).

C. INSPECTION CLASS

None

D. GENERAL GOVERNMENT CLASS

Accountant	12
Conservation Assistant	12
Veterans' Agent	12
Personnel Admin. Assistant	11

E. LIBRARY CLASS

Assistant Director	16
Senior Librarian	14
Librarian	12
Library Associate	10
Library Technician	7
Library Clerk	4
Library Page	1

F. ADMINISTRATIVE CLASS

Collector's Administrative Assistant	11
Assessors' Administrative Assistant	11
Treasurer's Administrative Assistant	11
Assistant Town Clerk	11
D. P. W. Administrative Secretary	11

G. CUSTODIAL CLASS

Superintendent of Buildings	15
Janitor	8

H. CLERICAL CLASS

Hearing Reporter	7
Secretary	7
Senior Clerk A	6
Senior Clerk B	5
Junior Clerk	2

FISCAL YEAR 1976
SCHEDULE B — COMPENSATION PLAN

Full-time positions assigned in Schedule A to specific pay grades shall be compensated within dollar ranges as follows: (Part-time positions shall be compensated at an hourly rate to that of an equivalent full-time position).

Merit increases may be granted according to Section 4-B of the By-law (Administration of Compensation Plan) to permanent employees who are below maximum according to the following:

Pay Grade	Qualification Points	40 Hr. Positions Min.	40 Hr. Positions Max.	Weekly Min.	Weekly Max.	37½ Hr. Positions Min.	37½ Hr. Positions Max.
1	159	83.58	109.02	2.23	2.91	2.10	2.73
2	160-174	89.43	116.65	2.38	3.11	2.24	2.92
3	175-189	95.69	124.80	2.55	3.33	2.39	3.12
4	190-204	102.41	133.56	2.73	3.56	2.56	3.34
5	205-219	108.27	141.18	2.89	3.76	2.71	3.53
6	220-234	114.44	149.27	3.05	3.98	2.86	3.73
7	235-249	120.98	157.81	3.23	4.21	3.02	3.95
8	250-264	127.90	166.81	3.41	4.45	3.20	4.17
9	265-279	132.73	176.35	3.54	4.70	3.32	4.41
10	280-294	139.63	186.45	3.72	4.97	3.49	4.66
11	295-309	151.11	197.08	4.03	5.26	3.78	4.93
12	310-324	159.76	208.34	4.26	5.56	3.99	5.21
13	325-339	168.90	220.29	4.50	5.87	4.22	5.51
14	340-354	178.64	233.51	4.76	6.23	4.47	5.84
15	355-369	188.76	246.21	5.03	6.57	4.72	6.16
16	370-384	199.57	260.28	5.32	6.94	4.99	6.51
17	385-399	210.96	276.18	5.63	7.36	5.27	6.90
18	400-414	223.05	290.93	5.95	7.76	5.58	7.27
19	415-429	235.76	307.56	6.29	8.20	5.89	7.69
20	430-444	249.28	325.33	6.65	8.68	6.23	8.13
21	445-459	263.51	343.70	7.03	9.16	6.59	8.59
22	460-474	278.60	363.34	7.43	9.69	6.97	9.08
23	475-489	294.53	384.15	7.85	10.24	7.36	9.60
24	490-504	311.37	406.11	8.30	10.83	7.78	10.15
25	505-519	329.18	429.35	8.78	11.45	8.23	10.73
26	520-534	348.03	452.92	9.28	12.10	8.70	11.35
27	535-549	368.60	480.79	9.83	12.82	9.22	12.02

Merit Rating	Merit Salary Increase
Superior	Up to 10%
Good	Up to 7.5%
Acceptable	Up to 5%
Less than Acceptable	0%

Definitions:

SUPERIOR: Performance that far exceeds requirements; or performance that exceeds requirements, and the member takes on responsibilities greater than the content described for that job or other jobs in that grade.

The top 5% of the range is reserved for SUPERIOR contribution.

GOOD: Performance that exceeds requirements; or performance that meets requirements and the member takes on responsibilities greater than the content described for that job or other jobs in that grade. A good performer may receive up to 95% of maximum rate.

ACCEPTABLE: Performance that meets requirements; or performance that exceeds requirements, although the job responsibilities are less than the content described for that job or other jobs in that grade. An acceptable performer may receive up to 95% of maximum rate.

On motion of Paul T. Metcalf it was voted to take Article 2 from the table.

ARTICLE 2. Paul T. Metcalf moved that the Board of Selectmen be and hereby are instructed to give full cooperation to the Site Selection and Police Station Building Committee, authorized at the November 10, 1975, sitting of Town Meeting, to maintain all appropriate contacts with any governmental or private entities, which may be in a position to provide informational, planning or financial assistance to said Committee, and to further instruct and require their Executive Secretary to take such action as may be appropriate to carry out these instructions.

On motion of Frank A. Smith, Jr., it was voted that Article 2 be indefinitely postponed.

On motion of Robert S. Cummings it was voted to lay Article 2 on the table.

ARTICLE 12. To see what sum the Town will raise by borrowing, or transfer from available funds, or otherwise, and appropriate for consulting engineering services, including preliminary plans, designs, final plans, including the renovation and construction of school facilities to be used in such locations as the School Committee may deem advisable, or take any other action with respect thereto.

On motion of Nancy E. Elgart it was voted that Article 12 be indefinitely postponed.

ARTICLE 13. On motion of Louis H. Martinage it was voted that the Town transfer from available funds and appropriate the sum of Forty Four Thousand Five Hundred and Forty Dollars ($44,540.00) for custodial salaries.

81 voted in the affirmative
61 voted in the negative

On motion of Curt E. Nitzsche it was voted to take Article 1 from the table.

ARTICLE 1. The following report was read by Curt E. Nitzsche, Chairman of the Planning Board:

Pursuant to Chapter 40A, Section 6, of the General Laws, a public hearing was held at the Community Center on Monday, October 27, 1975, at 7:30 P.M., regarding a change in the Zoning By-Laws of the area in question from Residence A-1 to Business B. The hearing was long and orderly. The hearing was attended by 34 persons, 15 in favor, 19 opposed.

Upon deliberation the Planning Board has found that it cannot endorse Article 14.

The reasons for this decision are based on this Board's reservations on rezoning the lower portions of Woburn Street from Residential A-1 to Business B as this could set a precedent with possible long term impacts to the area. It is important to note that this Board does not oppose the proposed facility per se; the question before the Board was that of rezoning.

The Board encourages the proponents to modify their proposal if possible so that the residential and professional character of lower Woburn Street can be preserved while still meeting their personal objectives.

(S) CURT E. NITZSCHE, Chairman
Planning Board

This report was accepted as a report of progress.

On motion of Curt E. Nitzsche it was voted to lay Article 1 on the table.

ARTICLE 14. William C. Bliss moved to amend the Zoning By-Laws and Zoning Map, as amended by him, so as to change the zoning of the following described land from Residence A-1 to Business B: all those lots of land being shown on Town of Reading Assessors' Plat 63 as Lots 8, and 52, said lots being bounded as follows:

NORTHERLY: by Woburn Street;

EASTERLY: by Town of Reading Private Way to Lot 4 in Business B zone;

SOUTHERLY: by the Commercial area zoned Business B, being Lots 4, 9 and 10 on said Assessors' Plat 63; and

WESTERLY: by Chute Street and the Commercial area zoned Business B.

This motion did not pass.

89 voted in the affirmative
61 voted in the negative
(⅔rds vote required)

ARTICLE 15. To see if the Town will vote to acquire by purchase, right of eminent domain, deed of gift, dedication, or otherwise for conservation purposes under General Laws, Chapter 40, Section 8C, as amended, the following described parcel of land and to see what sum the Town will raise by borrowing or transfer from available funds or otherwise and appropriate for acquisition of said parcel described as follows:

The two parcels of land west of North Main Street shown entirely as Lot 6 and Lot 7 on Reading Assessors' Plat 245, containing 21,094 square feet and 21,000 square feet respectively, more or less.

On motion of James R. Boucher it was voted that Article 15 be indefinitely postponed.

ARTICLE 16. To see if the Town will vote to acquire by purchase, right of eminent domain, deed of gift, dedication, or transfer the care, custody and control of or otherwise for conservation purposes under General Laws, Chapter 40, Section 8C, as amended, the following described parcel of land and to see what sum the Town will raise by borrowing or transfer from available funds or otherwise and appropriate for acquisition of said parcel described as follows:

The ten parcels of land north of Randall Road and west of West Street, and shown entirely as Lots 91, 92, 93, 94, 95, 96, 99, 100, 101, 102 on Reading Assessors' Plat 37, containing respectively 9,084 square feet; 9,105 square feet; 9,127 square feet; 9,148 square feet; 9,170 square feet; 9,192 square feet; 9,257 square feet; 9,279 square feet; 9,295 square feet; and 12,020 square feet, more or less.

On motion of James R. Boucher it was voted that Article 16 be indefinitely postponed.

On motion of Douglas A. Cowell it was voted that this meeting stand adjourned until Monday, November 17, 1975, at 8:00 P. M., to meet in the Memorial High School Auditorium.

Meeting adjourned at 11:50 P. M.

162 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

Adjourned Subsequent Town Meeting

November 17, 1975

The meeting was called to order by the Moderator, Kenneth C. Latham, at 8:00 P. M.

The invocation was given by Rev. Willard C. Arnold, Pastor Emeritus, Old South United Methodist Church, followed by the pledge allegiance to the flag.

ARTICLE 17. On motion of James R. Boucher it was voted that the Town authorize the Selectmen to acquire for Conservation purposes under General Laws, Chapter 40, Section 8C, as amended, title to the following described parcel of land in exchange for transfer by the Selectmen, to the owner of the land to be acquired under this Article 17, of the title to the Town-owned land described in Article 18 of this Town Meeting Warrant, and upon such other terms and conditions as the Selectmen may determine:

A parcel of land West of North Main Street, containing approximately 11,909 square feet, and more particularly shown as Lot C on a document entitled "Plan of Land in Reading", dated October 22, 1975, and prepared by Hayes Engineering, Inc. for the Conservation Commission of the Town of Reading.

ARTICLE 18. On motion of James R. Boucher it was voted that the Town authorize the Selectmen to transfer title to the following described Town-owned land to the owner of land described in Article 17 of this Town Meeting Warrant, in exchange for a conveyance to the Town for Conservation purposes under General Laws, Chapter 40, Section 8C, of title to the land described in said Article 17, and upon such terms and conditions as the Selectmen may determine:

A parcel of land lying Westerly from North Main Street, containing approximately 3,175 square feet, and more particularly shown as Lots D and E on a document entitled "Plan of Land in Reading", dated October 22, 1975, and prepared by Hayes Engineering, Inc. for the Conservation Commission of the Town of Reading.

The Moderator, Kenneth C. Latham, vacated his position as Moderator and turned the position of Moderator over to the Town Clerk, Lawrence Drew, for deliberation on Article 19..

ARTICLE 19. James R. Boucher moved that the Town acquire the following described land, or any part thereof, in fee or rights of easement therein, by purchase or otherwise for conservation purposes under Chapter 40, Section 8C of the General Laws, and that the Town transfer from available funds and appropriate the sum of Twenty-Five Thousand Dollars ($25,000.00) for the purpose of such acquisition:

The parcel of land East of Grove Street, North of Intervale Terrace, and West of John Carver Road, and shown entirely as Lot 37 on Reading Assessors Plat 122, containing 8.7 acres, more or less.

This motion did not pass.

71 voted in the affirmative
77 voted in the negative

On motion of Robert S. Cummings it was voted to take Article 1 from the table.

ARTICLE 1. The following report was read by John H. Russell, Chairman of the Board of Public Works:

REPORT ON THE FIRST FOUR MONTHS OPERATIONS OF THE MUNICIPAL RECYCLING CENTER

Participation has been good. From July 1st thru October 31st, 1975, the approximate collection was:

58 tons of glass
8 tons of tin cans
276 lbs. of aluminum cans
51 tons of paper

Comparison of the September and October 1975 results versus the same months in 1974 show:

An increase in the glass and tin can collections BUT

A decrease in the paper and aluminum can collection.

Presently the income from sale of recycleables just about offsets the cost of operation, but increased participation is needed to offset the site improvement costs and ultimately turn a profit for the Town.

"Return" has prepared a new presentation which they plan to show to the schools and other public groups to achieve increased participation.

This report was accepted as a report of progress.

ARTICLE 1. The following report was read by Elizabeth W. Klepeis, Chairman of the Finance Committee:

STATEMENT BY FINANCE COMMITTEE UNDER ARTICLE 1

We would like to report to Town Meeting that inadvertently $7,000.00 for the Cemetery Department was not included under Article 6. As you will recall under Article 6, this Town Meeting voted $76,405.00 to the Board of Public Works Salaries and the Water Department Salaries to cover the contracted settlement. This contracted settlement covers union employees of the Cemetery Department as well. This settlement gives a 9% wage increase, retroactive to June 1st and a 2% increment in January.

The Cemetery Trustees have voted to transfer the needed $7,000.00 from the Perpetual Care Fund, which is under their jurisdiction.

This report was accepted as a report of progress.

On motion of Robert S. Cummings it was voted that Article 1 be indefinitely postponed.

On motion of Robert S. Cummings it was voted to take Article 2 from the table.

ARTICLE 2. On motion of Robert H. Soli it was voted that the Board of Selectmen be instructed to report to the next Annual or Special Town Meeting on:

1. State and local statutes concerning littering and their penalties for convictions.

2. Number of arrests and convictions for littering in Reading for the years 1972, 1973, 1974, and 1975.

3. Actions taken by the Reading Board of Selectmen to decrease the incidence of littering in Reading.

ARTICLE 2. On motion of William C. Bliss it was voted that the Moderator be requested to conduct at his convenience a short course in Town Meeting procedure for those members who wish instruction in basic motions, privileges and responsibilities, provided that a suitable number of members apply, after public notice, to justify this opportunity.

ARTICLE 2. On motion of Carl H. Amon, Jr., it was voted that the Board of Selectmen be instructed to call a Special Town Meeting within thirty days after the receipt of a grant from the Federal government for the construction of a new police station. Provided, however, that if said thirty days are within a period of time during which a town meeting is prohibited by state law, then the said Special Town Meeting shall be called as soon as possible after the expiration of said thirty days, and that the Selectmen be instructed to place in the warrant for said Special Meeting an article for the construction of a new police station and an article relating to the land on which said new police station shall be constructed.

On motion of Robert S. Cummings it was voted that Article 2 be indefinitely postponed.

On motion of Robert S. Cummings it was voted that this meeting stand adjourned, sine die, at 10:10 P. M.

155 Town Meeting Members were present.

A true copy. Attest:

LAWRENCE DREW
Town Clerk

ANNUAL REPORTS

of

THE TOWN OFFICERS

of

The Town of Reading, Massachusetts

for the year ending

DECEMBER 31, 1975

Report of the Selectmen

The Board of Selectmen was organized for the year 1975 with Robert S. Cummings, Chairman; James J. Sullivan, Jr., Secretary; Richard J. Ogden as third member and John W. Agnew, Jr., Executive Secretary.

The year marked the second year the Board had the services of a full-time Executive Secretary. Numerous programs initiated in 1974 were completed or broadened in addition to new programs being implemented. The office was able to secure some four hundred and fifty-eight thousand dollars worth of manpower, human services, equipment, housing, land acquisition and youth programs with applications for some nine hundred and sixty thousand dollars pending. A majority of these funds have been used to aid other departments, fund services which would have come from local tax dollar and continue improvement in services recommended by such studies as the Peat, Marwick & Mitchell report.

Working with the Reading Housing Authority, the Board has established a rent supplement program to aid the elderly and very low income families in their housing needs. Thirty-three families have been aided with another thirty to be brought into the program in the Spring of 1976. The Town is in the top two per cent of the country in full implementation of this program. The program not only aids those in need, but also aids Reading property owners by retaining high occupancy rate during difficult economic times.

This was the first year of a full operating Building Maintenance Department under the Selectmen which is comprised of the Municipal Building, the Community Center, the Depot, the Police Station, Police Annex, both Fire Stations and the Fire Alarm Buildings. Extensive upgrading and renovation work has been implemented and a sound preventive maintenance program along with central purchasing established.

Through federal grants and technical assistance, municipal building studies have been underway to determine the Town's needs in these areas. A major effort in this area was a complete study of our present police operations in relation to space needs. This was further complimented by the fine efforts of a Police Station Study Committee appointed by Town Meeting.

Through use of Federal Funds and manpower, the Building Maintenance Department completed extensive renovation work on the exterior of the Depot. With the encouragement of the Board, a citizens

committee has been formed in hopes of creating a museum. The museum will display those things relating to past and present, left to the Town by its citizens. At present, the interior is being readied for an opening the end of May.

The Reading Youth Office is a completely Federally Funded operation under the Selectmen. One important part of the Office is providing much needed work for young people in Reading. During the past summer, under one program, seventy young people earned $27,562. working for various Town Departments. Among some of the summer projects were the clearing of numerous trails over conservation land, painting the Depot, maintenance of the Housing for the elderly and park maintenance. In the fall, 12 young people earned $6,451.00 doing work for the Town. In addition, the Office maintains a program for school drop-outs in which they can work and go back to school to earn their diploma. Another work program has been the Rent-A-Kid Program where the Youth Office has acted as a coordinator between the young people looking for part time jobs and those people looking for help. Under this program, over three hundred young people have obtained part-time work.

In addition to the work programs, the Office obtained twenty-nine two week scholarships to summer camps for needy Reading youngsters.

The Youth Office also offers crises counseling and an outreach program as well as a court advocacy program working closely with the courts. In a two month period, the Office responded to fifty-nine court calls. An important function of the Youth Office has been one of referral and the Office has worked with several area human service agencies as well as other Town departments. Last June, the Office published a youth directory listing all services by all agencies for young people in the area which was distributed free to all high school students.

Final implementation of centralized telephone system for municipal offices was completed in the fall by the Board which has resulted in a greater response to citizens needs and improved efficiency in municipal operations.

Through Federal grants, the Selectmen's Office was able to obtain $9,200.00 of office equipment including typewriters, calculators and furniture.

The Board was also awarded a grant for $12,000.00 towards the purchase of an eighteen thousand dollar new ambulance which will be delivered in the Spring. The new ambulance was necessary as the old one did not comply with new State ambulance regulations.

The Board also administered the Federal C.E.T.A. manpower program and was able to obtain 34 full-time employees who worked in every department of the Town. Not only did this aid unemployed Reading residents in a difficult economic period, but the Town received one hundred and twenty three thousand dollars worth of services. Through this program, the Board was also able to obtain retraining for several other Reading citizens whose jobs had become obsolete. This training amounted to several thousand dollars in Federal Funds.

Under Chapter 807, the Board has established a Growth & Development Policy Committee made up of volunteer Reading citizens. It is hoped this Committee with the aid of citizen input can produce sound growth and development policies for the Town.

Working with the Chief of Police, the Dog Officer established a no-fix ticket system whereby violators of the leash law are issued a ticket similar to a parking ticket. This system has allowed much more flexibility in the dog officer's powers in enforcing the leash law.

Through Federal Funds, the Board has established a planning division which is currently working on traffic, land use and inventory, human services and other studies.

New appointments made during the year included a new Building Superintendent, a Fire Chief and three new Police Officers. Also, three men were promoted to Police Lieutenants position and four men were promoted by the Fire Chief to Captain's position in the Fire Department.

The usual licenses and permits were granted and there were 56 Reading residents drawn for Jury Duty.

We find it difficult to predict the nature of the opportunities and problems which will be presented in the year to come, as at this writing the citizens of Reading have not voted on the proposed new Charter. Should the Charter be accepted, it will clearly present the greatest challenge Reading Selectmen have faced for many years, should it be rejected, all of us in government should carefully study changes suggested by the Charter commission which may improve our form of government with a view to gradual implementation.

The Board wishes to express its sincere thanks to its Executive Secretary, John W. Agnew Jr., for his exceptional work in the two years he has been in office.

Report of the Housing Authority

The year 1975 was one of some expansion into new programs for the Reading Housing Authority.

Applications had been made in the previous year for funds under the State's Modernization and Chapter 707 Rental Assistance Programs. In January, the Authority signed a Modernization Contract in the amount of $22,531 for major improvements in the Housing for the Elderly Project 667-C which had just completed its ninth year in the Management phase. The money was specifically allocated for certain jobs, as submitted in a Budget for this purpose — namely, the screening in of the upstairs porches on the ten apartment buildings; an addition to the existing Maintenance Room which has become overcrowded; and the repainting of individual apartments.

In February, the Authority entered into a Contract with the State Department of Community Affairs under the Chapter 707 Rental Assistance Program, having recognized the need for assisting families of low income through rental subsidies. The Contract, for an annual amount of $6,600, covered three — 3 bedroom units in a rent bracket determined by the Authority to be an average in the Town of Reading.

In March, tax exemption was again granted by the Reading Board of Assessors for the year 1975.

At the Annual Meeting on April 14, 1975, the Authority elected the following officers for the ensuing year:

Philip R. White, Jr. — Chairman
Edouard N. Dube — Vice-Chairman
Charles Stratton — Treasurer
Richard S. Dempster — Asst. Treasurer
Nathalie C. Beaton — Asst. Secretary

and Mrs. Janet Pierce was appointed Executive Director and therefore, also Secretary of the Authority in accordance with the By-Laws.

On June 10th, a Fifth Series of Notes totaling $1,060,000, maturing on June 10, 1976, was issued and sold with the approval of the Department of Community Affairs, the proceeds of which, with other funds, were used to pay off the principal and interest of the maturing Fourth Series Notes, totaling $1,147,399.84.

For the Fiscal Year of July 1, 1974 through June 30, 1975, a subsidy was received by the Authority from the Commonwealth of Massachusetts in the amount of $87,371.84 covering Debt Requirements for 667-C for the most part. This figure does not include the State Contribution for the interest on the sale of the 1974 Notes. A balance sheet as of June 30, 1975 is attached to and made a part of this report.

At the Town election on April 14, 1975, Richard S. Dempster was elected for a term of four years, and Philip R. White, Jr. was re-elected for another five year term.

One of the major happenings of the year, was the admission of the Reading Housing Authority into the federally-funded Section 8 Program. This all came about by a visit to an Authority meeting by John Agnew, Executive Secretary for the Town, in which it was made known to the Board that the lengthy application necessary for funding could be handled through clerical help available to the Town, since the staff working for the Authority could not take on any new projects. Money was readily available from the government to provide rental subsidies to low-income elderly and families in the Town if funding was approved. After careful consideration, the Authority decided to participate, and within a month, they were advised by Senator Kennedy that HUD had approved a reservation for Reading of $84,348, under the Section 8 Housing Assistance Payments Program. On September 18, 1975, a Contract was entered into between the Reading Housing Authority and the United States Government for the above mentioned funds.

At the November meeting of the Reading Housing Authority, the Board accepted with deep regret the resignation of Nathalie C. Beaton who would be moving permanently out of State. Mrs. Beaton had given many years of dedicated service to the Authority, first as its Executive Director and for the past several years, as a member of the Board, and her absence will be felt immeasurable. To fill her position, the Selectmen appointed Frank J. Johnson, Jr. who was sworn in on December 8, 1975.

The month of December was a busy one in which the Authority, the Selectmen and Mr. Agnew held several meetings to discuss the signing of a Contract between the Housing Authority and the Town of Reading. This Contract turned over to the Town, the administration of the Section 8 Program and the handling of funds.

As stated in the outset of this Report, the year 1975 has indeed been one of growth in the ever increasing dedication of the Reading Housing Authority to serve the housing needs of the less fortunate elderly and families in Reading.

Repsectfully submitted,

JANET PIERCE (MRS.)
Executive Director and Secretary

THE COMMONWEALTH OF MASSACHUSETTS
Department of Community Affairs

ADMINISTRATION BALANCE SHEET

Reading Housing Authority

Project No. 667—C

Period Ending June 30, 1975

ASSETS

ACCOUNT NUMBER			
	CASH		
1112	Administration Fund	357.27	
1117	Petty Cash	50.00	
1119	Revolving Fund Advances	—	407.27
	ACCOUNTS RECEIVABLE		
1122	Tenants Accounts		
1123	Debt Service Subsidy (Schedule VI)		
1124	Operating Subsidy		
1129	Other		—
	FISCAL AGENT FUNDS		
1151	Debt Service Funds(s) (Schedule I)	1.00	
1181	Debt Service Trust Fund(s) (Schedule I)	—	1.00
	INVESTMENTS		
1170	Investments (Schedule II)	35,350.26	
1171	Debt Service Trust Fund(s) (Schedule I)	—	35,350.26
	DEFERRED CHARGES		
1210	Prepaid Insurance	2,389.00	
1212	Inventories	—	2,389.00

1290	Other (Schedule III)	—	2,389.00
DEVELOPMENT COST			
1400	Development Cost	1,178,000.00	
2540	Less: Dev. Cost Liquidation	118,000.00	1,060,000.00
TOTAL ASSETS			1,198,147.53

LIABILITIES AND RESERVES

ACCOUNTS PAYABLE			
2111	Accounts Payable — other (Schedule IV)	—	
2112	Contract Retentions	—	
2117	Employee's Payroll Deductions	356.19	
2119	Accounts Payable — Revolving Fund	—	356.19
ACCRUED LIABILITIES			
2137	Payments in Lieu of Taxes	—	
2139	Accrued Liabilities — Other	—	
2140	Matured Interest and Principal (Schedule VI)	Debit (84.73)	-
Debit (84.73)			
DEFERRED CREDITS			
2240	Tenants Prepaid Rents	—	
2210	Tenants Security Deposits	—	—
FIXED LIABILITIES			
2123	Notes Issued	1,178,000.00	
2125	Less: Notes Retired	118,000.00	
2321	Bonds Issued	—	
2323	Less: Bonds Retired	—	1,060,000.00
RESERVES			
2550	Debt Service Reserve	25,654.50	
2551	Unamortized Bond Premium	—	
2570	Reduction of Annual Contribution	—	
2590	Operating Reserve (Schedule V)	28,539.16	
2700	Prior Year Surplus		54,193.66
RESIDUAL RECEIPTS (DEFICITS)			(16,317.59)
TOTAL LIABILITIES AND RESERVES			1,198,147.53

Report of the Police Department

POLICE DEPARTMENT ROSTER

CHIEF

John F. Beaudoin

LIEUTENANTS

Edward M. Hubbard

Bernard J. Paiva

Fred Granelli

LIEUTENANT—DETECTIVE

Edward W. Marchand

SERGEANT

Robert E. Marchand

PATROLMAN—DETECTIVES

Leo S. Iacopucci
William F. Keefe

Richard L. Nelson
John Green

SAFETY OFFICER

Joseph W. Cormier

PATROLMEN

George A. LeFave
Herbert G. Perry
Robert A. Castine
Herbert N. McSheehy
Richard L. Wood
William E. Arakelian
Paul K. Sheridan

John A. Bilicki
Evan P. Edwards
Raymond J. Doucette
Leonard P. Hoyt
David E. Saunders
Gerald F. Hoyt
William A. Pacunas

Michael S. Conchiglia
Dennis T. Farrell
Robert J. Silva
Henry F. Rich
Murray C. Airhart
Robert F. Flynn
N. Kevin Patterson
Patrick M. O'Brien
Brian A. Richards
Charles R. Pothier
Paul G. Peoples
Paul A. Vallee
Joseph R. Veno
Chester M. Thurston
Gerald C. Powers
Walter R. Franklin
Hobart E. Nelson
Michael P. Cloonan
Larry E. Frederick

CLERK

Barbara B. Adams

POLICEWOMAN

Marie A. Cormier

Honorable Board of Selectmen
Municipal Building
Reading, Massachusetts

Gentlemen:

The following is a report of your Police Department for the year 1975:

The Department is presently operating with a force of forty-four men, consisting of Chief, three Lieutenants, one Lieutenant-Detective, one Sergeant, four Patrolman-Detectives, one Safety Officer and thirty-three Patrolmen.

There were no retirements from the Police Department during the year 1975. Three new appointments were made to the Department: Brian A. Richards, Larry E. Frederick and Charles R. Pothier.

As a result of a Lieutenant's promotional examination given, three Sergeants were promoted to Lieutenant during the year: Bernard J. Paiva, Fred Granelli and Edward W. Marchand.

The members of the Police Reserve have rendered another year of invaluable service to the Town. These men are trained to operate all phases of work in this Department, serve at all special occasions and

handle traffic duty for the various Churches. The time and effort expended by the men of the Police Reserve are donated without monetary compensation, and these men deserve the thanks and appreciation of all citizens.

Also complementing our regular Police Department is our force of nineteen School Traffic Officers who supervise the crossing of children on their way to and from school at various locations about town. These officers have proved to be devoted to their duties and are a great asset to this Department and to the Town.
Following are the arrests and various services performed:

Arrests	121
Persons Held in Protective Custody	202
Motor Vehicle Violations	3206
Parking Violations	1403
Juveniles Apprehended	89
Juvenile Cases in Court	23
Special Investigations	561
Auto Accidents Investigated	320
Teletype messages sent	Approx. 3200

Fees Collected

Bicycle Decals	$ 38.00
Revolver Permits	1920.00
Firearms Identification Cards	1750.00

Motorized Equipment

1	1974 Ford sedan	Chief's car
3	1975 Ford sedans	Cruisers
1	1972 Ford sedan	Cruiser
1	1975 Subaru wagon	Safety Car

I would like to take this opportunity to thank the Board of Selectmen and the citizens of Reading for their continued support of their Police Department.

Respectfully submitted,

JOHN F. BEAUDOIN
Chief of Police

Report of the Board of Health

BOARD MEMBERS

Dr. Thomas J. Dowd	Chairman
Mrs. Mary Polychrones	Member
Mr. John D. Cafazzo	Member

STAFF

Mr. James J. Nugent, Jr.	Health Agent
Mrs. Mary Polychrones	Senior Clerk

BOARD OF HEALTH SERVICES

735, Inc.	Drug related Health Care
Eastern Middlesex Guidance Center	Mental Health
Combined Visiting Nurses Association	Child Welfare
Dr. Gardiner A. Lester	Animal Inspector
Health Advisory Council	Health Needs

To the Honorable Board of Selectmen:

In January of 1976, Mary Polychrones resigned her elected position as a member of the Board of Health. Although she maintains her position on the office staff, her unselfish roll on the Board of Health will be greatly missed.

There were several screening clinics held during the past year. Two Lead Testing clinics were held with a large number of pre-school and kindergarten children participating. Food handlers were tested for Tuberculosis and the Boston Guild for the Hard of Hearing Mobile Unit held a successful screening clinic.

The new Lead Paint Testing Law passed by the State in January 1975 requires that all dwellings bought, sold, or leased to families with children six years of age or under be tested for lead containing paint.

The Board of Health continues its mosquito spraying program.

Bacteriologic examinations of local food service establishments and school cafeterias are conducted regularly. Milk samples are taken on a

monthly basis. Samples of the towns water supply are examined regularly. A Rabies Clinic is held every two years and the Board of Health strongly recommends that dog owners participate in this community effort.

The Health Advisory Council has been established for one year and has been evaluating the health needs of the town. The results of a widely circulated questionaire will be used as a guide in determining what might be done to improve the health of the members of our community.

In addition to these activities are the services of Eastern Middlesex Guidance Center, 735 Inc., Combined Visiting Nurses Association and Dr. Gardiner Lester, the animal inspector.

Respectfully submitted,

THOMAS J. DOWD, M.D.
Chairman

REPORT OF THE BOARD OF HEALTH AGENT

To the Board of Health

Gentlemen:

Number of inspections made and various services performed for the year ending December 31, 1975:

Overflowing Septic Systems	40
Court Hearing	2
House Inspection — Lead Paint Tests	82
Lead Test Screening Clinic	2
Screening Programs — Hearing, Mantoux, etc.	2
Air Pollution Complaint	2
Swimming Pool Water Sample	15
Milk Samples	300
Swab Test Cultures Utensils, Schools, Rest.	210
Public Health Seminar	8
Food Establishment Inspection	
Consulting Subsurface Sewerage System	3
Vermin Control at Town Sanitary Landfill	12
Burial Permit issued	34
Inspection of Animal Quarters	10
Percolation Test Witness	3
Water Analysis Samples	27
Transportation of Vaccine	8

Number of permits issued and fees collected:

New Sewage System Installation	3	$15.00
Vapor Bath	3	137.50
Masseuse	29	145.00
Livestock	20	20.00
Frozen Desserts	35	35.00
Milk & Cream	25	50.00
Food Establishment	45	225.00
Catering	3	15.00
Swimming Pool	3	75.00
Purchase of Syringes	1	.50
Removal of Garbage & Sewage	15	30.00
Manufacturing of Frozen Desserts	4	20.00

Respectfully submitted,

JAMES J. NUGENT, JR., Health Agent

READING 735, INC.

Reading Board of Health
Town Hall
Reading, Mass.

The 735 Center in Reading has undergone some changes in programming and scheduling in the 1975—76 fiscal year as well as a change in staff counselors.

The involvement of 735 at Reading Memorial High School is now on a regular basis. The Rap Room at the high school is staffed part-time by 735 counselors and has proven to be a valuable source of contact with youth in the school environment. The staff works in conjunction with the Guidance and Special Needs Offices and conducts informal rap sessions in the high school.

In responding to the changing needs of youth in the community, 735 staff serves as a coun eling and information service around issues of adolescent concerns a l has addressed community organizations on these issues in the past year.

We have been part of an ongoing training program this year conducted by Massachusetts Residential Programs through which staff is participating in workshops and training seminars directly related to working with adolescents. We are continuing to expand our education around alcoholism with the help of the North Shore Council on Alcoholism.

The 735 Center on Chute Street is open for extended raps with youth on an informal basis as well as for group, family, and individual counseling, crisis intervention, and youth advocacy. Workshops and activities also take place at the Center as well as occassional educational and outdoor trips outside Reading. The Expedition 735 program operates on a year-round schedule and is available to interested Reading youth. Through the main office in Melrose a central counseling service, adolescent residency, Hot Line, Foster Care Program, and additional referral resources are available to serve the needs of youth and families in Reading.

Respectfully submitted,

JAN BETZ
BOB MC CARTHY

ANNUAL REPORT OF EASTERN MIDDLESEX MENTAL HEALTH ASSOCIATION

The Eastern Middlesex Mental Health Association is a non-profit corporation whose members live or work in the Eastern Middlesex Area and are interested in the promotion of positive mental health. The association, in partnership with the Department of Mental Health, sponsors the Eastern Middlesex Guidance Center. The community support for the Guidance Center comes through the Reading Board of Health.

The Guidance Center offers a variety of services to meet the mental health needs of the area. These services include:

1) Traditional outpatient services: individual, group, couples, families and play therapy.

2) Consultation and education to schools and other community agencies.

3) Activity Center — Mind and Body Therapy in the setting of a therapeutic gymnasium.

4) "Our Place" — drop-in center and outreach program using socialization and educational programs for all ages.

5) Volunteer Program — recruiting, training and supervising volunteers who work in various Guidance Center and other programs.

6) After Care — a new program involving volunteers at Danvers State Hospital and in the community.

7) Student Training — clinical experience, under supervision, of graduate students in the mental health field.

8) Consultation to the Clinical Nursery Schools for retarded children.

The main location of the Guidance Center is 549 Lebanon Street, Melrose, with satellite offices in other communities. Reading has its own satellite office located at 211 Summer Avenue. Additional information on programs and services may be obtained by calling the Center at 662-6400.

In addition to the services provided by the Guidance Center, the Eastern Middlesex Mental Health Association also sponsors:

1) Crisis Intervention Team for Children — a new program offering outreach, evaluation and referral to children at risk because of the mental illness, alcoholism or incarceration of a parent.

2) Advocacy for the Elderly — assessment of the needs of the elderly and development of new programs to meet them.

Further information on these programs is also available by calling 662-6400.

REPORT OF COMBINED VISITING NURSE ASSOCIATION

In 1975 we provided the following services to the residents of Reading under the auspices of the Board of Health.

Tuberculosis control

Active TBC followed this year:	1
Diagnosed TBC during this year:	3
Deceased:	2
Positive Mantoux reactors:	17
Patients who need annual review:	7
Mantoux tested as a result of diagnosed cases:	15
Positive (Referred to Middlesex County Hospital)	1
Flu Clinic: people immunized:	187
Communicable Disease Control:	
Follow-up of samonella:	4
meningitis:	2

Lead Screening Clinic

Total children tested:	68
Retested:	26
Elevated levels to be followed:	3

We made several evaluation visits to families for health assessment and referral to medical. We continue to be available to provide any additional service the Board of Health may request.

Sincerely,

JACQUELYN S. DEEGAN, R.N.
Executive Director

REPORT OF INSPECTOR OF ANIMALS

To the Honorable Board of Selectmen:

Gentlemen:

I hereby submit my report as Inspector of Animals for the year January 1, 1975 to January 1, 1976.

Forty seven dogs and four cats were quarantined for ten days for biting or scratching various individuals, and the same eventually released.

The annual inspection of all barns and sheds housing livestock, and the livestock within the town, was conducted as per request of the Massachusetts Division of Animal Health, disclosing there to be 1 cow, 20 horses, 1 sheep, and forty seven ponies.

No Contagious Infectious diseases were noted.

With the increased number of equines, it would appear that the signs behind automobiles, "Ride a horse and prevent Smog,", or "Ride a horse and save energy", might be taking effect.

Respectfully submitted,

GARDINER A. LESTER, DVM
Inspector of Animals

READING HEALTH ADVISORY COUNCIL
SUMMARY REPORT

Late in 1974, the Board of Health established the Reading Health Advisory Council to advise, assist and consult with the Board concerning all matters relating to the interests of life, health, comfort and convenience among citizens of the Town.

After the initial organizational meetings, the Council recommended that the Board of Health appoint not less than 15 nor more than 25 residents to serve as members of the Council, of which at least five were to be from each of the following categories: providers of health services, consumers of health services, and allied services.

The Council made arrangements to keep in contact with as many health and health planning organizations as possible.

As a first action, the Council prepared two questionnaires to determine what health needs existed. One questionnaire was directed at the adults and published in the Chronicle. The other was directed at the High School students and distributed at the High School.

170 adult and over 1600 student questionnaires were returned in varying degrees of completion. The Council tabulated the results and published them, although the Council felt that the number of returns on the adult questionnaire was disappointing.

A partial analysis of the adult returns indicated some confusion and inconsistencies in the replies. It was thought that this might have been due to the fact that the questionnaire was too long and too complicated in form.

In view of this small number of replies and the apparent confusion and inconsistencies, the Council voted to prepare and distribute a short form questionnaire of from 10 to 15 key questions taken from the analysis of the previous questionnaire.

Report of the Dog Officer

To the Board of Selectmen

Gentlemen:

For the year 1975 there have been 449 complaints on dogs investigated. 180 dogs were picked up and confined. 139 were claimed by their owners, 35 were sold to other owners and 6 had to be destroyed. There were 373 dogs reported lost or missing of which 153 were found or returned home of their own accord. The other 220 were either never found or their owners failed to notify me that they had returned home.

Approximately 10 stray dogs and a variety of other animals had to be destroyed on the scene of an accident. Several skunks and raccoons were destroyed because of distemper.

Several animals were rescued from precarious heights and depths and were happy to be freed.

For the year 1975 $278.00 was collected for Town fines, violations or for the sale of dogs and turned over to the Treasurer and receipts received for same.

Through the cooperation of the Chief of Police, Secretary John Agnew, the Dog Officer and the Woburn District Court a "no fix" Court fine system was adopted in May. Fees paid directly to the Court amounted to $280.00 and were turned over to the Town for a total of $558.00.

I would like to thank the many people who have helped me through the year, the Police Department, the Chronicle, the Town Counsel and the people of Reading who are cooperating with our Leash Law. A special thanks to Mr. Fred Nichols the owner of the Fairlawn Kennels.

Respectfully submitted,

RALPH C. MARDEN, III
Reading Dog Officer

Report of the Building Inspector

To the Honorable Board of Selectmen

Gentlemen:

I hereby submit my report for the year 1975

46	New Dwellings	$1,982,995
146	Alterations	362,955
11	Razed Buildings	8,550
24	Signs	14,615
62	Additions	279,496
11	Accessory Buildings	16,740
3	Commercial Buildings or Foundations	92,560
3	Fire Jobs	6,300
4	Miscellaneous Structures	3,800
52	Pools	130,590
3	Garages	7,900
1	Relocated Building	3,000
	Total estimated cost of all new and remodeled buildings for the past year	$2,909,501
	Total number of permits	366

Fees were received in the amount of $11,394.31. These have been turned over to the Town Treasurer and receipts for the same.

Respectfully submitted,

CHARLES H. STAMATIS
Inspector of Buildings

Report of the Wire Inspector

To the Honorable Board of Selectmen

Gentlemen:

I hereby submit my report for the year ending December 31, 1975. A total of 384 permits were issued and inspected. Fees were received in the amount of $1,452.00.

Respectfully submitted,

BLANCHARD K. STODDART
Inspector of Wires

Report of the Plumbing Inspector

To the Honorable Board of Selectmen

Gentlemen:

I hereby submit my report for the year ending December 31, 1975. A total of 234 permits were issued and inspected. Fees were received in the amount of $1,518.00.

Respectfully submitted,

WILLIAM R. HARRISON
Plumbing Inspector

Report of the Gas Inspector

To the Honorable Board of Selectmen

Gentlemen:

I hereby submit my report for the year ending December 31, 1975. A total of 65 permits were issued and inspected. Fees were received in the amount of $388.50.

Respectfully submitted,

WILLIAM R. HARRISON
Gas Inspector

Report of the Planning Board

Zoning has been the primary area of emphasis for the Planning Board in 1975. Significant zoning legislation was enacted by Town Meeting with the acceptance of the Wetlands Protection Act. This act establishes a new district in the Zoning By-Laws, which will be defined on the new Zoning Map. The Board is currently in the process of updating the map.

Substantial time has been devoted to incorporating into the By-Laws, changes that have been adopted over the past several years. A reprinting of this update has been made available.

Enforcement powers for violations of the Reading Building Codes were enacted by Town Meeting.

The Board held a public hearing, October 27, 1976, on a proposed zoning change for the Woburn St. area. A negative recommendation was issued and the change was ultimately turned down by Fall Town Meeting.

The MBTA has advised that it's study of the Orange Line North extension from Oak Grove, Malden to Reading has been temporarily postponed. Consequently, the Planning Board has terminated active pursuit of this project. The report prepared in conjunction with the Planning Board and our consultant (Sasaki Assoc.) has been completed and will serve as a posture for future negotiations with the "T".

The Board is reviewing two recently passed Acts of Legislature, namely Chapters 807 and 808. Chapter 807 deals with growth and development on a local and statewide planning level, while Chaper 808 deals with revision in the present Zoning By-Laws covered under Chapter 40A.

With the increased emphasis on long range planning, and in light of the recommendations of the Charter Commission, the Board has engaged in considerable discussion relative to the role and scope of the Reading Planning Board as it now exists. Location or expansion of future municipal buildings, traffic flow, parking, land use and dump site development are some of the major areas needing broad scope, long range planning to avert the crisis planning Reading has been faced with so

often in recent years. The time has come for Reading to engage in better preparation for the future.

Respectfully submitted,

PLANNING BOARD

CURT E. NITZSCHE, Chairman
MAUREEN T. O'BRIEN, Secretary
JOSEPH C. STURM
GEORGE V. HINES
CHARLES J. KELLER

Report of the

Superintendent of Insect Pest Control

To the Honorable Board of Selectmen:

I submit my report as Superintendent of Insect Pest Control.

About two hundred thirty elms were checked for Dutch Elm Disease. The Shade Tree Laboratory at Amherst certified ninety-five as being diseased. Sixty-seven of these trees have been removed to the land fill site for burial and most of the stumps have been cut to below grade on roadside areas. The remaining twenty-eight elms will be removed as soon as weather permits or as we receive release forms from the property owners. An additional sixty-eight elms were removed from private property that were dead and infested with the Elm Bark Beatle, the carrier of the Dutch Elm Disease.

A dormant spray of Methoxchlor for the control of the Elm Bark Beatle was applied to all public elm trees.

The Lowdin Treatment, (testing for the control of the Dutch Elm Disease) on some of our public elm trees treated last year can be determined as partially successful. We hope to continue the program again this year on a smaller scale.

The spray for the control of leaf eating insects and other shade tree pests were applied as usual to the public shade trees.

There has been an increase of Fall Webworm this past year. This insect has been confused by many as being the Gypsy Moth. The fall Webworm appears in late July and they colonize in a webby nest, usually on the end of the branches of elm, ash, aspen, cherry, apple and willow. The caterpillars skeletonize the leaves, all but the midribs are eaten. They can sometimes be controlled by cutting off the branch where the nest is located and disposing of it in a rubbish collection bag, but in some areas spraying with either carbaryl, Baeillus thuringiensis, or diazinon, as the nests appear in June will be needed. Some heavily hit locations last fall were as follows: Haverhill St., Pearl St., Wakefield St., Franklin St., Forest St., Grove St., West St., South St. and Walnut St.

The Gypsy Moth that had been discovered in some of the heavily wooded areas last year have been contained by natural preditors and parasite, if this balance continues, pesticides will not be used.

I would like to take this opportunity to thank the Board of Selectmen, the men of this department and all other who have assisted me in the past year.

Respectfully submitted,

IRVING E. DICKEY, JR.
Supt. Insect Pest Control

Report of the Tree Warden

To the Citizens of Reading:

I submit my report as Tree Warden for 1975.

Sixteen elm trees were removed from public property infected with Dutch Elm Disease. It was also necessary to remove one hundred eight additional trees, eighty percent being the sugar maple variety unable to withstand our present day environment on roadside conditions. Four trees were removed to assist the Cemetery Department. Fourteen were removed under Chapter 87 sections 3-5 and the remaining ninty were either dead or in a dangerous condition.

One hundred eighty-five trees were planted, most of these trees were planted on private property adjacent to the sidewalk.

The low branches and deadwood were removed from sixty-five streets. The light wires were also cleared on these streets, and the Electric Light Department paid for this clearance. The Telephone Company has also been billed for this work.

I would like to take this opportunity to thank all those that have assisted our department in the past year.

Respectfully submitted,

IRVING E. DICKEY, JR.
Tree Warden

Report of the Personnel Board

The Board regretted the resignation of Mr. David Ham, this past year. As a dedicated Chairman he, with the diligent cooperation of the other Members, was principaly instrumental in revising and codifying the Personnel By-Law which was accepted as an amendment to Section XXIV of the Town By-Laws at a Special Town Meeting in November 1975.

Mr. James Fandel resigned as a member of the Finance Committee but retained his Personnel Board membership. This necessitated a replacement member from the Finance Committee that appointed Mr. William Winslow as a welcome addition to the Board.

During the year there were forty regular Monday Meetings. The Board also participated in numerous subcommittee meetings, conferred with other Boards and Department Heads, and kept abreast of collective bargaining negotiations.

Respectfully submitted,

JAMES J. FANDEL
LEO R. CAMPBELL, JR.
JOHN C. NEWMAN
DAVID J. KRUGER
WILLIAM F. WINSLOW

Report of the Town Forest Committee

To the Citizens of Reading:

We submit our report for the year 1975, and through the current date.

The Forest has been used by individual and family groups for hiking and nature study.

St. Agnes Parish held a "Folk Mass" and a family picnic on a Sunday afternoon for about one hundred parishoners. A group of about thirty young people from the same parish took a bicycle trip through the Forest.

Boy Scouts continued to camp and hike in the Forest throughout the year, and carry out their Good Turns by doing various conservation projects.

Our Committee has cooperated with the Selectmen's Planning Staff, by giving them information about the various parcels of land which make up the Forest.

Vandalism, which has been a great problem in recent years, has been reduced now that the entrance to the Pumping Station Area has been protected by a chain link fence.

Respectfully submitted,
TOWN FOREST COMMITTEE

GEORGE B. PERRY, Chairman
IRVING E. DICKEY, Vice Chairman
BENJAMIN E. NICHOLS, Secretary

Report of the Land Bank Committee

To the Citizens of Reading.

We submit our report for the year 1975, and through the current date.

Information, maps and copies of deeds pertaining to town owned land have been added to the record files during this period.

Our committee has cooperated with, and furnished information to, the Police Station Site Location Committee, the Selectmen's Planning Staff, and the Conservation Commission.

A member of our committee has been appointed to the Growth and Development Committee. In due time they will file their report of progress.

Respectfully submitted,

BENJAMIN E. NICHOLS, Chairman
GEORGE W. COCHRANE, 3rd
LESLIE D. STARK

Report of the Board of Appeals

To the Honorable Board of Selectmen:

The Board of Appeals met 17 times during 1975 to hear 25 petitions.

Of these, 13 involved requests for special use of land or buildings; 11 requested variances for additions or changes to existing structures, and one concerned the sign ordinance.

A total of 19 petitions were granted, and 6 were denied.

Respectfully submitted,

JOHN A. ANDERSON, Chairman

Report of the Cemetery Trustees

SUPERINTENDENT'S REPORT

To the Board of Cemetery Trustees:

The following is a report of the departments activities for the calendar year January 1, 1975 to December 31, 1975.

Interments	Laurel Hill	Forest Glen	Total
Adults	33	73	106
Cremation Burials	6	3	9
Stillborns		2	2
	39	78	117
Total to date	7,781	1,938	9,719
Sale of Lots & Graves			
8 Grave lots	0	1	1
6 Grave lots	0	1	1
5 Grave lots	0	1	1
4 Grave lots	0	4	4
3 Grave lots	0	4	4
2 Grave lots	1	38	39
Single Graves	0	9	9
Veterans Graves (free)	0	5	5
Total number of Lots and Graves Sold.			
Lots	1,417	1,261	2,678
Single Graves	1,144	338	1,482
Installation of foundations and markers			
Monuments	12	32	44
Markers	3	11	14
Veteran Markers (free)	5	13	18
Total	20	56	78

Laurel Hill Report.

A more determined effort to have more annual care lots benefit by a bequest fund has received a favorable vote by the Trustees. A ten year

program with a yearly charge of $25.00 will be made against such lots, said amount being deposited into the Perpetual Care fund. At the end of that period no further fees will be made for maintenance. It is hoped that all 62 lots in this catagory will be entered into this program.

The usual maintenance program had an additional activity this year. One of the seasonal employees had tree pruning experience which was taken advantage of which resulted in much improvement in the condition of the trees. In addition there were three elms completely removed because of their diseased condition. This was done under the able supervision of Irving Dickie the tree warden for the Town.

Forest Glen

As in Laurel Hill most of the trees in this area received a much needed pruning. The removal of dead wood resulted in less debris on the ground after the many wind storms of the year.

Fertilization improved the turf damage that was prevalent the previous year. A follow up program is planned which should result in making the area more attractive.

Charles Street

During the winter months an additional area was cleared of trees so as to be ready for filling. The primary effort was in the direction of hauling in earth borrow and leveling to an established sub-grade. The 1976 program if funds are appropriated will continue this in addition to installing drainage.

There has been some lessening of vandalism in both cemeteries but it still is an ever present problem. During the year there were a total of 39 headstones tipped or damaged. Department personnel replaced and repaired these as much as possible.

Leon H. Whitehouse, Jr., retired from the work force during the year. His experience and capability will be missed.

Other departments and personnel of the Town have assisted in various ways. To these I wish to express the appreciation of both the Trustees and myself.

Respectfully submitted,

J. HENRY VIK
Superintendent

The report of the Superintendent as submitted is hereby approved by the Board of Cemetery Trustees and constitutes its Report to the Town.

CLIFFORD P. WADMAN, Chairman
CHARLES E. ELLIS, JR., Secretary
HAROLD F. DAVIS
HERBERT F. GENT, JR.
EDOUARD N. DUBE'
STANLEY F. MAXWELL

Report of Custodian of Soldiers' and Sailors' Graves

To the Honorable Board of Selectmen:

Chapter 115 Section 9 (Revised) of the General Laws requires detail records of Veterans interred within any municipality. The following is my 1975 report.

Where a Veteran of the armed forces have served in more than one war or conflict credit is only given to one.

Credited Service	Veteran
Revolutionary War	41
War of 1812	12
Mexican War	2
Civil War	291
Indian War	1
Spanish War	29
State Guard	33
World War I	264
World War II	174
Korean War	12
United States Air Force	4
Viet-Nam	13
German Occupation Force	2
	878

Included in the above, the following Veterans were interred in the Town Cemeteries during 1975.

WORLD WAR I

George E. Whelpley, Lot 629, Forest Glen, interred May 21, 1975

Edward A. Goodwin, V.G. 90, Forest Glen, interred June 12, 1975

Freeman M. Gray, Lot 463, Laurel Hill, interred June 16, 1975.

Harold E. Gonnam, Lot 780, Forest Glen, interred June 17, 1975.

Harrison L. Parker, Lot 1107, Laurel Hill, interred June 24, 1975.

Helen B. Eaton, Lot 505, Laurel Hill, interred November 10, 1975.

Herbert Robertson, Lot 23-A, Forest Glen, interred December 5, 1975.

WORLD WAR II

Clifton E. Litchfield, Lot 1390, Forest Glen, interred January 2, 1975.

John H. Porter, V.G. 110-A, Forest Glen, interred January 13, 1975.

Joseph E. Wall, V.G. 98, Forest Glen, interred April 12, 1975.

Attilio T. Tassi, Lot 1233, Forest Glen, interred May 12, 1975.

Samuel Grammer, Lot 1399, Forest Glen, interred May 13, 1975.

John F. Enos, Lot 815, Forest Glen, interred May 21, 1975.

Robert E. Mellen, V.G. 116, Forest Glen, interred August 1, 1975.

Andrew M. Nestor, Lot 1296, Forest Glen, interred October 11, 1975.

Joseph M. McCabe, Lot 92, Laurel Hill, interred, November 13, 1975.

Charles H. Newton, Lot 1389, Forest Glen, interred November 28, 1975.

Elbridge H. Springford, Lot 1124, Laurel Hill, interred November 28, 1975.

Henry J. Tooley, V.G. 22, Forest Glen, interred December 10, 1975.

Sidney S. Duval, Lot 1348, Forest Glen, interred December 15, 1975.

William McLaughlin, Lot 1340, Forest Glen, interred December 20, 1975.

Joseph T. Hackett, Lot 106-A, Forest Glen, interred December 30, 1975.

John Ventura, Lot 1300, Forest Glen, interred December 30, 1975.

The following Veteran Markers were set at no charge.

Charles Benner	V.G.9-A	Forest Glen
John F. Enos	Lot 815	Forest Glen

Samuel Grammer	Lot 1399	Forest Glen
Freeman M. Gray	Lot 463	Laurel Hill
Eric T. Groves	V.G. 23	Forest Glen
Steven W. Kelley	V.G. 22-A	Forest Glen
Clifton E. Litchfield	Lot 1390	Forest Glen
Louis J. Marchetti	Lot 1078	Laurel Hill
Donald H. Morse	Lot 319	Laurel Hill
Helmut F. Onusseit	Lot 1314	Forest Glen
John H. Porter	V.G. 110-A	Forest Glen
Donald H. Spaulding	V.G. 125-A	Forest Glen
Frank V. Spurr	V.G. 15-A	Forest Glen
Attilio T. Tassi	Lot 1314	Forest Glen
Joseph E. Wall	V.G. 98	Forest Glen
Philip P. Welch	Lot 83	Forest Glen
Earle B. Whitemore	Lot 128	Laurel Hill
George B. Williams	Lot 178	Laurel Hill

The program of removing all veteran flag holders from the graves one week after Memorial Day has proved very successful. It entails considerable extra work to replace these before the holiday but over all it has proved its net worth to the town. Plastic flag holders at this point have proved to be satisfactory, the cost of these being about half of similar bronze.

The Cemetery Department plan to ask Town Meeting to rescind the by-law that gives grave space in the Veterans lot to qualified service men who have passed away. The Federal Veterans Administration have now included the cost of grave space in benefits to such people. The $150.00 allowed will be added to the bequest fund of Forest Glen Cemetery.

Respectfully submitted,

J. HENRY VIK,
Custodian of Soldiers' and Sailors' Graves

Report of the

Veterans' Services

Board of Selectmen
Municipal Building
Reading, Mass., 01867
Att: Executive Secretary

Gentlemen:

I respectfully submit the Annual Report as Director of Veterans Services, Agent of Veterans' Benefits and Graves Registration Officer for the period of 31 December 1974 thru. 31 December 1975

Veterans Benefits

Recipient Expenses — Aid	$117,147.26
Recipients Aided (ordinary budget)	88
Medicaly Aided	95
Fuel Aided	36
Investigations	352
Active cases (31 Dec., 1975)	19
Total Cases (12 Month Period)	119
Grave Registrations	
Registered Interments (12 Month Period)	
World War I	7
World War II	16

Veterans' Services

Disability Compensation & Widow's Pension Applications	55
Screening & Assistance — Social Security Supplemental Income & for Aged, Blind or Disabled	36
Massachusetts Dept. of Employment Security Assistance	90
Registration & Assistance for Jobs for Veterans — E.E.O. — C.E.T.A. — Operation Mainstream — Manpower Inc., — Security Appointments — Snelling & Snelling Co. — Professional Job Registration Assistance, — Applications for Civil Service, (Town, State & Federal)	185
Hospitalization — Out Patient Aid & Assistance	95
Veterans Administration Hospitalization Medical & Psychiatric admissions	16

Counselling for Veterans Administration Pensions — Medicaid
BC & BS Health Insurance — N.S.L.I. & U.S.G.L.I. Life Ins.
Abatement Assistance — Geriatrics — Veterans Administration
Questionaire Filing Assistance 105
Vietnam Bonus Applications 36
School Applications, College — Dependent Children — Veterans
Vocational Schools — Rehabilitation 165
Application Assistance — On The Job Training 28
Pensions Commissioned (12 Month Period) Including —
Veterans Administration Non Service Connected — Service Connected
Disabilities — Widows Pensions — Post Office Annuities —
Civil Service Retirements — Mortgage Insurance Awards —
Social Security Disability — Social Security Retirements. 35
Appointments (Power of Attorney) VA-23-22 71

This calendar Year it was necessary to request Transfer of Funds from the Reserve Account — $26,000.00 Cash Aid due to general Economic impaction. — $485.00 Administrative Expense because of unforseen cost of Service Contracts and General rise of the cost of Materials.

To be returned to The General Fund $3,685.55 (Medicaly Encumbered funds) Paid by Union Health & Welfare Funds and/or By Blue Cross and Blue Shield.

Truly Yours,

RUSSELL F. WINAM
Agent—Director

Report of the Recreation Department

The Public Recreation story in Reading continues to expand. New demands from a variety of age groups are met with new programs, new approaches and with new ideas.

This year the general public has responded by actively participating in the various segments of our diversified program. Witness the Red Cross Instructional Swimming Classes with over 600 younsters enrolled; the Sports Clinic Day Camp (four 2-week sessions) with over 400 boys and girls involved at the Field House, on the playfields, and on trips and outings; the Men's Softball League with 21 teams registered: the newly organized Men's and Women's "Less Competitive" softball programs; the champion tennis teams for boys and girls 15 and under; the summer Middlesex League basketball competition for high school boys; the ever-popular gymnastics program for all age groups; the expanding dramatics and fine arts projects in conjunction with community groups; Reading's "Summerthing" special teenage dances, concerts, beach trips, bike hikes and outings; the instructional programs in tennis, baseball, basketball and field hockey.

Special events played an important role in our summer offerings. In turn, the general public turned out in large numbers to enjoy the Stagemobile (Boston Children's Theatre presentations), Zoomobile, Project TRY — The Little Red Wagon — (puppet shows), the crowning of the king and queen of Reading's Babyland, pet show, exhibitions, sports film festivals, tournament play, and intercommunity four-team Olympics with Stoneham, Wakefield and Woburn; the fantastic playground carnival and fair.

All the above highlighted the Summer 1975 Recreation season. However, structured and unstructured play activities at Washington, Eaton, Birch Meadow, Barrows, Killam, Memorial, Sturgis, the Minicipal Pool and in the Field House are still an integral part of the total Recreation story. These daily events ranged from organized volleyball, kickball, tetherball, jump rope, softball, circle and peppy games, basketball, story hours, recreational swimming, touch football to low-organized games such as checkers, pick-up sticks, dominoes, guessing contests, jacks, etc. Shuffle board, first-aid instruction, croquet, badminton, group singing, sketch classes and crafts periods were other parts of the daily routine. Over a thousand different people were in attendance at park happenings each day.

It is always pleasing to report that two local colleges continue to use the Reading playground approach as models in their courses for recreation leadership training. Other communities have adopted our system of operation, the National Recreation Association has commended us for our innovative approaches.

Over the years we have been able to maintain high recreation standards as relates to personnel, programming and facilities. The degree of achievement can be measured by the enthusiastic acceptance of our offerings by the citizens of Reading. Yet, the future recreation demands call for trained knowledgeable leadership, additional facilities and new programs, or a new approach to present programs. I would like to address myself to these future demands by making the following recommendations:

(1) Recreation leadership personnel must be carefully selected. They should have training, background and experience in working with people. In order to attract this type of person the salaries of park personnel must be constantly adjusted. We must attract qualified personnel who hold, or are in the process of, acquiring degrees in the field of recreation and/or education.

(2) Our play areas must be continually maintained and developed so that maximum usage can be accomplished. This can be done by:

a. Setting up Bear Hill site as a park and picnic area. Tables, grills and benches will be supplied. Also, develop this area as a future day camp site.

b. Developing the Batchelder area into a full-scale playground — baseball diamond, playground equipment, set up a tennis-basketball court combination

c. Landscaping and completing grading of the Barrows Park area

d. Constructing parking area on Sweetser Ave. in back of Washington Park

e. Planning wading pool at Memorial — repairing and reconstructing wading pools at Birch Meadow and Washington

f. Building a concrete shell at Memorial Park for outdoor concerts and dramatic presentations

g. Adding additional lighting at Birch Meadow softball field so that two fields would be available for night ball — thus expanding the use of these facilities.

h. Revamping present softball area adjacent to pool — turn it into utility fields and add at least two full-sized tennis courts.

(3) With the expanding recreational program needs in town, public-supported recreation must address itself to:

a. A stronger coordination with Little League, Senior League, Pony League, Pop Warner, Youth Basketball and the various hockey programs.

b. The development of a full-scale summer dramatics work-shop and theatre company.

c. An expanded program in music, arts and crafts.

d. An expanded evening teenage program — splash parties, dances, concerts, and active sports

e. Greater emphasis on instructional programs in tennis, swimming and exercise programs for adults

f. Expansion of physical programs for young adults and older men and women

g. Development of additional sports clinic type programs for boys and girls ages 14-16

h. Upgrade some of the present programs with new techniques and new approaches.

I fully realize that all the above cannot take place overnight, but with public support they can become a reality in the future.

Respectfully submitted,

JOHN B. PACINO

Report of the Council on Aging

The Council on Aging continued to make educational and recreational activities available to the Senior Citizens of Reading. Classes in Crewel Embroidery, Ceramics, Knitting, Oil Painting, Homemaking, Choral Singing, Photography, Exercise, Crafts, and Contract Bridge were well attended. Bowling, scheduled every Monday throughout the year continues to be a favorite.

The class schedule was discontinued for the summer. There were five special Summer Programs held on alternating Thursday evenings. They included cookouts, games, a square dance, ice cream smorgasbord, and watermelon party, with entertainment provided by the Check-Mates, the Barbershoppers, the Quannapowitt Plays, and Mr. Donald Everett. Also two summer theater parties were arranged to the North Shore Music Theater in Beverly on July 19 and Aug. 9 to see "Our Town" and "Lady Be Good."

The Council Van provided transportation to and from classes as well as to meetings of the Golden Age Club events, Council events, trips to the various shopping centers, Reading Square, the bowling session, and any special events. A special summer schedule was in effect for the Van. Transportation was available to Redstone, North Reading, North Shore, and Reading Square. The Council also sponsored special bus trips to Barrington, N. H., Rindge N. H., and Kennebunkport, Maine.

The Health Program is no longer funded by State Grant. The Town has continued to provide the funds necessary to deliver health services to the Elderly. The combined Visiting Nurse Association operates a Blood Pressure Clinic two days a month. In cooperation with the Board of Health, a Flu-Shot Clinic was held at which 195 shots were administered. Our thanks to the V.N.A. and local physicians who generously donated their services.

The Annual Dinner was held this year at St. Athanasius Church. Attendance increased this year to 275. Several people from local nursing homes were also able to attend. Prizes and flowers were again generously donated by Mr. Abraham Berson and Eric's Greenhouse.

The Council Newsletter, "The Elderberries," was sent in June and September to all known elderly in Reading.

A special discount program, co-sponsored by the Council and Patrons for Older Adults was initiated for Senior Citizens. Identification cards to be used in obtaining the discounts were provided by the Patrons.

The Council is in the process of expanding its program into the area of Human Services. An informal group has been established to work on reaching out to those elderly who do not participate in our recreational or educational activities. The Red Cross, the V.N.A., social workers, a mental health worker, the Housing Authority, and several Council members have been working together to reach as many of these people as possible. We feel that the lack of human contact for people living alone, the lack of proper follow-up after hospitalization, and the lack of agencies to provide meals, nutritional information, and general homemaking assistance are a large part of the problem for Senior Citizens. Working as a team, this group has been very successful with the various cases that have come to our attention.

The Visitation Committee, under the Chairmanship of Mrs. Edith Sias, has been calling regularly on elderly shut-ins. This group makes special favors for holidays which they personally deliver.

Many volunteers and organizations have worked with the Council all through the year to help make our programs a success.

Respectfully submitted,

VIRGINIA GENT HODSON, Chairman

Report of the Fire Department

FIRE DEPARTMENT ROSTER

CHIEF

Robert W. Pratt

DEPUTY CHIEF

Victor H. Cail

CAPTAINS

Robert W. Shannon
Theodore W. Turner, Jr.
Russell E. Carter
Leonard J. Redfern
Arthur W. Steele

LIEUTENANTS

Leslie L. Hadley
Robert H. Thomas
Harvey J. Racine
Donald V. Jackson

FIRE FIGHTERS

Gerald W. Humphrey
Nelson F. Andrews
Ronald D. Michelini
Frederick E. Livingstone
Donald L. Michelini
George L. Turner
Ernest G. Babcock, Jr.
Richard E. Van Horn
Wilfred E. Boudreau, Jr.
Daniel J. Doran
Willard F. Nichols
Peter R. Vincent
Malcolm W. Hubbard
Robert P. O'Brien
Joseph T. Hindes, Jr.
Verlon M. Curtis
Joseph Cummings III
Alan B. McMahon
William F. Campbell III
James A. Stevenson
John F. Beaudoin, Jr.
Roger C. Quimby
Arthur H. Vars
Stephen A. Ballou
Philip G. Dole
George E. Cress
James D. Freda
Steven M. Granelli
Donald L. Wood
Robert J. Campbell
Stephen M. Shea
Kenneth N. Campbell, Jr.
David C. Bishop
John A. Faulkner

James W. Sharkey
Thomas W. Lyle
Anthony J. Gentile
Paul D. Murphy
John T. Kucinski
Gordon E. Sargent
Donald E. Stead
John T. Mooney
Domenic D. Ricci

CLERK

Ruth K. Murray

MECHANIC

Albert A. Tarpin

SUPT. OF FIRE ALARM

Robert W. Pratt

FOREST WARDEN

Robert W. Pratt

DEPUTY FOREST WARDENS

Deputy Chief, Victor H. Cail
Captain, Robert W. Shannon
Lieut. Robert H. Thomas
Irving E. Dickey, Jr.
Benjamin E. Nichols
George B. Perry III

ONE HUNDRED AND TWENTY-FIRST REPORT OF THE FIRE CHIEF

REPORT OF THE FOREST WARDEN

REPORT OF THE SUPERINTENDENT OF FIRE ALARM

To the Honorable Board of Selectmen

Gentlemen:

The annual report of the Fire Chief, Forest Warden and Superintendent of Fire Alarm is herewith submitted.

MANUAL FORCE: The authorized permanent force consists of Chief, 1 Deputy Chief, 5 Captains, 4 Lieutenants, 45 Privates, 1 Clerk and 1 Mechanic. Twenty-five Auxiliary men are trained and equipped and help our department at multiple alarm fires and in many other ways, for which we are extremely grateful. There are two vacancies in the department due to previous retirements.

APPARATUS: Station 1, Pleasant Street — Engine 1, a 1000 gal. per min. Maxim (Ford Chassis) pumping engine, purchased in 1973; Engine 5, a 750 gal. per min. Young (Ford chassis) pumping engine, purchased in 1969; Car 7, a ½ ton Chevrolet pickup truck (1972); Car 4, a Cadillac ambulance (1971); a 1972 Chevrolet sedan used by the Deputy Chief and a Datsun sedan (1975) donated by the Hurlbert Datsun Agency and used for Fire Prevention and Inspection work.

Station 2, Woburn Street — Engine 3, a 1000 gal. per min. Seagrave pumping engine, purchased in 1961; Engine 2, a 1000 gal. per min. American LaFrance 85 ft. aerial ladder tiller truck (1965); 1975 Dodge Fire Alarm truck and a 1975 Ford sedan used by the Chief.

Haverhill Street Garage: Engine 4, a 1952 Chevrolet 400 gal. per min. pumping engine, used for dump and woods fires and as a lighting plant; also the 2-wheel 500 gal. per min. Trailer Pump (1944).

SERVICE RECORD:

326 Bell Alarms, 114 of which were false
458 Still and Telephone Alarms, 3 of which were false
745 Service Calls
578 Ambulance Runs

71 Mutual Aid calls to other communities
34 Calls to fires in buildings and dwellings
149 Grass and brush fires
41 Automobile fires
47 Dumpster, incinerator and leaves fires
16 Tests made for gas
32 Calls for assisting persons locked out or in
7 Calls for assistance rendered to Police

PERMITS ISSUED:

13 Fire Alarm Systems
131 Power Burner and Oil Storage
36 Blasting
9 Special Permits

Ambulance fees turned over to Town Treasurer amounted to $2,745.20.

Fire Loss for 1975 as reported to date on property endangered (valuation $2,016,478.00) is $371,773.71. Insurance paid on loss is $292,706.60. Uninsured loss is $79,067.11.

FIRE STATIONS: Station 1 on Pleasant Street. This building is over 90 years old but with continual maintenance it is in fair condition. This year most of the interior was repainted.

Station 2 on Woburn Street: The third apparatus door was electrified this year. Also, most of the interior was painted.

TRAINING AND EDUCATION: We continue to use the training facility on Haverhill Street for all phases of fire fighting training. This past fall we had an intensive course on the use of the "Hurst Rescue Tool" (Jaws of Life), purchased last spring. All members of the Department have been trained in its use for rescue work. Also, the "Air Chisel" was used in this training. Right now we have 15 EMTA's; EMTA's are EMT's who work on the ambulance. Two more are awaiting certification from the Federal Emergency Medical Technician test. Each of these men attended courses on a volunteer basis.

FOREST FIRES: The ban on open air burning has greatly decreased our calls for brush fires. Again last year, between March 15 and April 15, burning in the open was permitted under very strict regulations.

FIRE PREVENTION: Inspection of commercial and manufacturing properties has continued; also, routine inspections of schools, apartments and other buildings used by the public. Fire drills in all schools have been conducted and nursing home inspections made as required by law. With the passage of the State Law on Home Fire Alarm Systems in new construction we have to check plans for proper location of the different devices and then test each one for proper installation and operation.

FIRE ALARM: Box testing has continued. Inside fire alarm systems in public buildings are periodically tested. Some of the oldest fire alarm boxes and wire have been replaced.

A special thanks goes to the men of the Reading Auxiliary Fire Service. These men have donated over 2,000 man hours, plus response to box and still alarms where they performed many helpful duties.

I would like to thank all members of this department for the faithful performance of their duties. All other town officials and departments are also thanked for their continued cooperation with this department.

Respectfully submitted,

ROBERT W. PRATT
Chief of Fire Department
Forest Warden
Supt. of Fire Alarm

Report of the

Auxiliary Fire Service

The year of 1975 was one of much activity for the Auxiliary. There were several major fires and serious accidents in the Town that taxed the regular Department.

The Services Log Book showed that its men donated, of their own free time, over two thousand (2,000) man-hours, to the Town. This is an increase of over 400 (four hundred) man-hours over 1974.

In addition to these Log responses, to Box and Still Alarms, the Auxiliary has continued their bi-monthly training schedule to keep abreast of the latest in fire fighting and rescue techniques. Several

members have earned Certificates of Competency in several areas, from the Civil Defense Training Center in Topsfield. All members have passed the Standard First Aid Course and many have taken and passed the Advanced C.P.R. Course.

The Auxiliary has continued to provide coverage for all the Union meetings, on request from the permanent department. In addition, the Auxiliary has assisted at Pop Warner Football, Founders' Day, Muscular Dystrophy Day, and all other events where requested.

The Box 5 Muster Team represented the Town in all major Musters and Parades for the past two years. This consisted of competitions every weekend from Memorial Day to Labor Day, throughout Massachusetts and New Hampshire, also in York, Maine.

For the ninth consecutive year, the Auxiliary has continued to provide adult leadership and training to Post 777, which specializes in fire fighting, rescue and first aid. Many of the Explorers have proven as proficient as their leaders in these areas, as demonstrated by the awards that they have recieved at competitions in various scouting events. A letter of praise is on record from Mr. Paul Downey, President of Choate Hospital, Woburn, commending the Explorers for their fine demonstrations and assistance that they provided at the Scout Skil-Show. The Post continues to provide coverage for first aid and fire protection for all major Scouting activities in this area; such as, the Skil-Show, Klondike Derby and Camporees, etc.

The men currently in the Reading Auxiliary Fire Service continue to carry on the fine traditions of this organization as established by its founders in 1940.

Respectfully submitted,

STEVEN A. BRODECKI
Vice-President
Reading Auxiliary Fire Service

Report of the Town Counsel

Nineteen Seventy-Five was the third calendar year in which the Town of Reading was represented by the law firm of Tyler & Reynolds & Craig. The principal attorney for the firm as Town Counsel is Donald L. Connors, Esquire. All lawyers in the firm are available to the Town.

This was an active year. The town's demand for legal services is expanding at a rapid rate. Approximately 1,380 hours were devoted to the Town's legal affairs. Labor and personnel relations, conflicts of interest, zoning, real estate and the Town's active conservation program highlighted the year.

Major litigation included matters relating to the town zoning by-laws; real estate taxation; a claim of unlawful sex discrimination brought against the School Department which was decided in the Town's favor by the Massachusetts Commission Against Discrimination; and arbitration arising out of construction of the New Reading High School. General legal services were rendered to the various town officers, boards, committees and department.

Services were also rendered in the preparation for and holding of the 1975 Annual Town Meeting and Special Town Meeting.

Report of the

Sealer of Weights & Measures

Board of Selectmen
16 Lowell Street
Reading, Massachusetts

Gentlemen:

During this past year the Weights and Measures Department tested a total of three hundred thirty one (331) weighing and measuring devices. This was a slight increase over the previous year. Income for the year totaled four hundred eighty four dollars and forty cents ($484.40) including twenty one ($21.00) in adjusting charges.

A comprehensive check weighing program over pre-packaged food items was implemented during 1975. A total of one thousand seven hundred eighty three (1,783) packages were reweighed. One thousand three hundred eight (1,308) were found to be correct, seventy six (76) found slighty under the stated quantity and three hundred ninety nine (399) over the stated quantity. It should be noted that the over weight packages were only slightly over weight and this is usually to allow for shrinkage that takes place during the shelf life of that particular food item. The under weight packages represented 0.04 percent of the total number of packages tested. This was more than compensated for by the .2 percent of packages found over weight.

The total dollar value spent on food by Massachusetts consumers, according to the latest data available, is three point three (3.3) billion dollars annually. Based on the last official census listing the population of Reading at 22,616 the total dollar value spent for food per capita for the citizens of Reading amounted to six hundred dollars ($600.00) annually, a significant portion of any family's income. Therefore, any error in the weighing of pre-packaged commodity is an invisible addition to inflation, as it reduces the buying power of the dollar.

The scales on which these items are weighed are checked periodically during the year, in addition to the required annual testing and sealing, to insure that their accuracy is maintained at all times.

Retail markets were also inspected for Unit Price compliance. Violations in this area were less than five percent (5%) in each supermarket checked.

This five percent (5%) is an acceptable percentage when one considers that the average supermarket must post Unit Pricing for some five (5) to eight (8) thousand items. Unit Price regulations were passed to help consumers decide which like products were the best buy based on the selling price. Unit Price is required to be displayed in the same standard unit of measure for all like commodities. Reading consumers should utilize Unit Pricing to it's fullest potential in this regard.

During 1975, one hundred forty six (146) gasoline meters and eleven (11) fuel oil meters were checked for accuracy. When one considers that over four (4) million dollars are spent annually on these vital items by Reading consumers the economic impact of inaccurate weighing and measuring devices is significant. Therefore an effective weights and measures department is necessary in insuring that equity prevails in the sale of these commodities.

During the past year a total of two thousand six hundred ninety four (2,694) inspections were conducted over various items. These inspections included fever thermometers, fuel oil deliveries, package markings of food, charcoal and measure containers.

Drug balances and weights were also checked for accuracy as well as clinical thermometers for compliance with MASS seal regulations. Massachusetts is one of the few states that promulgate quality standards regarding the manufacture and sale of fever thermometers. Only fever thermometers that have engraved on the thermometer body MASS followed by a letter are legal for sale in the Commonwealth. The MASS seal is your protection against inferior quality thermometers.

In closing I would like to thank the Board of Selectmen, Mr. John Agnew, Executive Secretary to the Board of Selectmen and town Department Heads for their cooperation during this past year.

Respectfully submitted,

CHARLES H. CARROLL
Sealer of Weights and Measures

BREAKDOWN OF DEVICES TESTED 1975

SCALES	ADJUSTED	SEALED	CONDEMNED
over 10,000 lbs.	2	3	1
10 - 100 lbs.	11	29	4
under 10	4	12	
WEIGHTS			
Avoirdupois		6	
Metric		71	
Apothecary		26	2
METERS			
Gasoline	21	146	4
Gear Grease		16	
Vehicle Tank	5	11	1
LIQUID MEASURES			
1 gallon or under	1	7	1
LINEAR MEASURES			
Yardsticks		4	
TOTALS	44	331	13

ANNUAL REPORT

of

THE READING PUBLIC LIBRARY

for the year ending

DECEMBER 31, 1975

Report of the Public Library

During 1975, the Reading Public Library set new records for service and struggled with old space problems.

USE

Use of library service continues to grow at all levels. We have the highest number of registered borrowers in our history, 12,049, over 50% of the Town's population. We also have the highest use in our history — 22.1 items per borrower. Materials circulated increased 7% over last year. This increase is uniformly spread over the main library, children's room and school deposits. Demands upon reference service have also increased. Special attention has been given to providing patrons with easily followed guides and checklists for locating materials. A satisfied patron returns.

This was the first full year of free use by non-reisdents. We had 410 non-residents register and they accounted for 5615 circulation. It is impossible to know how much this is offset by Reading's use of other libraries. However, a comparison with surrounding communities indicates their citizens use our library more than Reading uses theirs. Unrestricted use is a requirement for state aid, but it is a development that bears watching.

It is also the first full year of operating with a security system. The system has been well received and has presented a minimum number of problems. The test blocks of books that were inventoried just before the system was installed were inventoried last January, and are being checked once again. The process is not complete, but first returns indicate a definite drop in lost materials. Numerous titles marked "missing" last year are now on the shelf with no indication that they were ever checked out. Hopefully we are reducing prolonged, unauthorized borrowing as well as outright theft.

SCHOOLS

It is interesting to note the increase in school deposits. Before 1968, such deposits numbered 7,000 to 10,000 books annually. In 1968, federal funds were made available to school libraries and brought the big push for a library in every school. For three years the library made no school deposits. In 1971, 240 books were requested. Since then the trend has reversed. This year the library placed 6,604 books in the elementary schools. Teachers are finding it is not possible for a school to provide all

the material their students need. Our policy of providing collections built around one theme or subject has been well received and accounts for approximately one half the deposits.

The Children's Librarian made 39 visits to classrooms to give book talks or special programs, and once again the Young Adult Librarian gave special programs on using the library to all sixth graders. She also has prepared numerous bibliographies for student needs.

SERVICES

Emphasis has been on developing existing services rather than undertaking new ones. The Children's Librarian presented a total of 24 special programs plus 44 story hours for pre-schoolers. Attendance ranged from 8 to over 40. The special events were scheduled during school vacation periods and are increasing in popularity. The summer series of films for Young Adults was repeated with the usual success. Also, with the cooperation of the Friends of the Library, we have continued the winter series of noontime book reviews and have continued to provide delivery to nursing homes, Housing for the Elderly, and Homebound individuals.

PERSONNEL

There have been few changes in staff this year. All members of the professional staff have attended appropriate conferences and workshops, and seven staff members have taken courses on their own time to extend their expertise and increase their contributions to the library. The Children's Librarian continues to present programs in other communities as well as in Reading.

PROBLEMS

Without question the major problem before us is SPACE. Most of the Director's time and much of the staff's is spent on space-related problems. Over the years we have blocked arches and doors, squeezed work tables ever closer, closed off fireplaces, added "temporary" shelves along aisles, used the Director's Office as a receiving room, taken over the Reading Room floor space for staff desks (or make-shift tables) and shoved the staff into attic, basement stacks, and back hallways. There is nowhere else to go. Every effort has been made to make good use of available space. Worn, older or little-used materials have been steadily discarded or sold. As a result, the size of the collection has increased

144% since 1950. During the same period, Reading's population has increased 68% and library use has more than **tripled**. Space is needed at all levels — for materials, for staff work areas, and public areas for patrons' use. Only a program that provides additional space for all three will solve our problems.

Reports over the past years have emphasized how quickly we were reaching a point of crisis. That time has now arrived. We have no more room. We must make major changes, for books cannot continue to pile up on floors. They are already a safety hazard and difficult to locate. We must either store some materials, permanently dispose of them, reducing the depth and scope of materials made available, or eliminate all study tables, leaving only a few individual carrels or stand-up tables for people using reference materials. Any combination of these steps would be a major step backward in library service after 10 years steady growth. Something must be done.

BOARD OF LIBRARY TRUSTEES

EDWARD F. FULLER, JR., Chairman	ALFRED R. JOHNSON
WILLIAM H. DIAMOND, Secretary	GEORGE M. RICHARDS
ROBERT J. FIELDS	BARBARA E. WINKLER

STAFF

December 31, 1975

JOYCE K. MILLER, Director

Wilma J. Lepore	Assistant Director
Karen I. Meek	Children's Librarian
Harriett J. Carter	Cataloguer
Marie E. Murphy	Young Adult Librarian
Jean O. Nyang'ani	Reference Librarian
Alma Black	Circulation Librarian
Ann I. Blaisdell	Library Technician
Jeannette Warren	Library Technician
Edna Shaw	Part-Time Technician
Ruth Dresser	Library Clerk
Louisa LeBaron	Library Clerk
Edith M. Bickford	Part-Time Clerical
Brian Boutilier	Part-Time Clerical
Maryanne Flynn	Part-Time Clerical

Gladys Ogle	Part-Time Clerical
Marilyn Parsons	Part-Time Clerical
Elaine Singleton	Part-Time Clerical
Irene Sunbury	Part-Time Clerical
Marian Webster	Part-Time Clerical
Eleanor Zanni	Part-Time Clerical

PAGES

Noreen Flynn	Cheryl Landis
James Goddard	Fred Messeck
Jeffrey Grammer	Tom Proctor

Louis B. Bacigalupo	Custodian

APPENDIX A

LIBRARY STATISTICS FOR 1975

	Adult Dept. [Includes Young Adult]	Children's Dept. [Pre-School—Grade 6]
CIRCULATION		
Fiction	81,453	55,744
Non-Fiction	81,547	16,086
Periodicals	10,034	1,191
Phonorecords	9,747	1,616
Films & Filmstrips	271	—
Prints	726	87
Other	729	23
School Loans	—	6,664
Total	184,507	81,411

Total Library Circulation—	1975	265,918
	1974	248,655

Per Capita Circulation — 11.26
Per Registered Borrower Circulation — 22.1

Interlibrary Loan Borrowed — 426 Loaned — 219

	1974 [289 days]	1975 [292 days]
Average Daily Circulation—		
Adult Department	599.99	632.00
Children's Department	260.41	279.00
Total Average Circulation	860.40	911.00

REGISTERED BORROWERS	1974	1975
Adult	5,808	6,109
Young Adult	2,624	2,702
Children	2,918	2,827
Non-Resident	267	410
Temporary Cards	4	1
Total Registered Borrowers	11,621	12,049

Number of Hours Library is open each week—

	Winter Schedule	Summer Schedule
Adult Department	66	57½
Children's Department	56	47½

APPENDIX B

LIBRARY RESOURCES		Adult Dept.	Children's Dept.	Total
Books, Dec. 31, 1974		55,003	15,576	70,579
Books Added — Fiction		913	529	1,442
	Non-Fiction	3,190	438	3,628
	Young Adult	307	—	307
	Total	4,410	967	5,377
Gifts & Memorials (included above)		139		
Books Rebound —		299		
Books Withdrawn —				
	Adult	1,950		
	Young Adult	441		
	Total	2,390	698	3,088
Net Increase				2,289

Books, Dec. 31, 1975	57,023	15,845	72,868*

Non-Book Materials, Dec. 31, 1975

Pamphlets	3,996	
Phonorecords	3,109	
Framed Prints	103	
Mounted Pictures	6,217	
Filmstrips	176	
Newspapers	11	(7 daily, 4 weekly)
Periodicals	266	
Microfilm — Reels	831	
Cassettes	45	

* This figure does not include 871 paperback volumes, which do not go through the normal cataloging procedures.

Report of the Conservation Commission

The 1975 Annual Town Meeting voted to acquire for conservation purposes, in accordance with the provisions of Chapter 40, Section 8C of the General Laws, 41.0 acres of flood plain land in Timberneck Swamp shown as Lot 3 on Assessor's Plat 91 and Lot 1 on Assessor's Plat 116. The final application for state reimbursement of 50% of the purchase price under the Self-Help program has been submitted to the Division of Conservation Services of the Executive Office of Environmental Affairs.

The Special Town Meeting of November, 1975, voted to swap a 10-foot strip of town-owned land along Main Street in front of Eston and Muriel Chapman's lot to the Chapmans in exchange for a 30-foot wide strip from Main Street to the Kurchian Woods Conservation Land, providing access to this passive recreation area from North Main Street.

The 41.25 acres of land thus acquired during 1975 makes a total of 792± acres of land owned by the town for conservation purposes as of January 1, 1976. Of this total, 716± acres (or 90%) are within the Flood Plain or Wetlands Protection Districts of the Reading Zoning by-laws.

In April the town received the $52,500.00 Self-Help reimbursement for the Kurchian Woods land acquired in 1974.

A state reimbursement of $30,000.00 has been approved under the Self-Help program for the acquisition of North Cedar Swamp (420 acres) made in 1974.

To date the Town of Reading has expended $268,988.24 for the purchase of 792± acres of land for conservation purposes and has been reimbursed $104,697.29 through the State Self-Help Program and Federal Bureau of Outdoor Recreation Land and Water Conservation Fund for a net cost to the town of $164,290.95 or an average of $207.44 per acre. This does not include the anticipated reimbursement of $36,250.00 for the North Cedar Swamp and the latest Timberneck Swamp acquisitions, which, when received, will yield an average cost per acre of $161.67. The Conservation Commission will strive to continue in its land acquisition program to secure the lowest possible costs to the town for the preservation of its key resource lands.

On July 8, 1975, the 12.12 acres of conservation land located between the railroad tracks, Willow Street and Summer Avenue in the Aberjona Headwaters was dedicated as the Linnaea Thelin Bird Sanc-

tuary to commemorate the great service given the town of Reading by Mrs. Ren E. Thelin and to recognize her contributions in nature study and horticulture. Mr. Richard J. Ogden, member of the Board of Selectmen, presented Mrs. Thelin with a certificate of appreciation.

During the summer of 1975, twenty youngsters of the Neighborhood Youth Corps worked for the Commission preparing the Kurchian Woods and Bare Meadow conservation lands for public use. Under the supervision of Conservation Assistant David Galvin and crew foremen Michael Marchesi and Stephen Perna of the Youth Office staff, the young people cleared new trails, repaired existing trails, removed dead wood and cleaned the areas of trash and debris. Trails have now been marked and maps of the areas prepared for printing. The Commission is grateful for the hard work of these young people and for the organization of the Neighborhood Youth Corps Program by the Reading Youth Office.

During the year tours of the Conservation lands were conducted for Cub Scouts and elementary school classes by Conservation Assistant David Galvin. Talks on conservation were made to groups whenever requested. Trail maps of the conservation lands are available at the Conservation Office in the Community Center.

High school students from the Political Science Field Seminar worked with the Commission conducting a survey of abutters to the Bare Meadow Conservation Land. The comments and recommendations resulting from this effort are of considerable value to the Commission. Abutters expressed their appreciation for the informative sessions with Ms. Deborah Whippen and Ms. Betsy Spence, who went over the future plans for the area with each family.

In June, the Annual Town Meeting voted to amend the zoning by-laws to establish a Wetlands Protection District, which compliments the Flood Plain District in protecting the most important streams and wetland areas in the town. The Conservation Commission appreciates the many hours of labor so freely given by citizens of the town to make this zoning change a reality. The organized assistance of the League of Women Voters, the Women's Club, and the Garden Club during Town Meeting certainly was a valuable contribution to the protection of Reading's wetlands.

The updated Conservation Plan, through the efforts of planning consultant Mr. Charles Downe and Conservation Assistant David Galvin, is in its final draft. It is expected to be printed for the 1976 Annual Town Meeting.

Chapter 131, Section 40 (as amended) — the Wetlands Protection Act — continued to require a great deal of time, effort and expense of the

commission. Fourteen public hearings were held during 1975 under the Act, involving a total of 117 new house lots. Each case must be reviewed by an engineer/hydrologist consultant to ensure that the proposals to fill or otherwise alter wetlands will have no adverse effects on water supply, on the future inhabitants of the land or on the abutting and downstream property owners. Of the fourteen wetlands cases, two involved appeals and further litigation with the state Department of Environmental Quality Engineering. Four cease and desist orders for violations of the Act were issued during 1975 and one court injunction was required in order to effectively stop the unauthorized filling of wetlands.

The Commission continued to add input to local and regional concerns, attending and making recommendations at meetings of the MBTA Working Committee, the Route 129 Working Committee (Wilmington), the North Reading Drinkwater case, the Ipswich River "30—B" Reservoir proposal, the Metropolitan Area Planning Council's "208" Water Quality study, and the Massachusetts Association of Conservation Commissions.

The Commission invites all citizens interested in its activities to visit the Conservation Office, Room 1 in the Community Center, between 8:30 and 4:30 Monday through Friday and to attend the regular meetings held every Monday at 7:30 p.m. in the Conservation Office.

The Commission is grateful to the many individuals, clubs and organizations that assisted in Reading's conservation efforts this year. Citizens continue to show foresight and concern for the protection of this town's natural resources.

Respectfully submitted,

RUTH E. JOHNSON, Co-Chairperson
R. GARY GILBERT, Co-chairperson
HENRY W. FIENEMANN
JEAN WESTWATER
NANCY W. ANDERSON
JAMES R. BOUCHER
LYNN G. STASZ

ANNUAL REPORT

of

THE SCHOOL COMMITTEE

of

The Town of Reading, Massachusetts

for the year ending

DECEMBER 31, 1975

NECROLOGY

Mrs. Joyce Y. Manchester

Assistant Principal & Grade 6 Teacher

J. Warren Killam School

September 1969 — April 1975

RETIREMENTS—1975

Administrative Staff

Mrs. Eleanor M. Skahill — Supervising Principal
Joshua Eaton School
1952-1975
Joshua Eaton School — Grade 6 — 1949—1951
Prospect Street — Building Principal & Grade 4 — 1946—1949
Highland School — Grades 4 & 6 — 1943—1946

Teaching Staff

Mrs. Anne Baker — Grade 2
Joshua Eaton School — 1954—1975

Mrs. Margaret Keene — Reading Teacher
J. Warren Killam School — 1971—1975
Alice M. Barrows School — 1969—1971
Eaton, Barrows, Prospect & Pearl — 1962—1968
Joshua Eaton School — Grade 4 — 1959—1962

Mr. Albert W. Kent — Dept. Head Mathematics
Parker Junior High School — 1962 —1975
Coolidge Junior High — 1961—1962
Reading Memorial High School — Teacher/Coach 1943—1946

Mrs. Rose Lentini — Special Education
J. Warren Killam, Barrows, Joshua Eaton, Birch Meadow
1958—1975

Mrs. Eleanor G. MacMillan — Kindergarten
Highland School — 1973—1975
Lowell & Prospect Street Schools — Grade 1 & 2 — 1968—1973

Office Staff

Mrs. Norma C. Walsh — Payroll Supervisor
Office of the Superintendent — 1957—1975

Mr. John F. Ring — Data Processing
Data Processing Office — 1968—1975

Cafeteria Staff

Mrs. Margaret Campbell — Cafeteria Manager
Highland School — 1964—1975
Parker Junior High — Matron & Cafeteria 1955—1964

Mrs. Florence M. Harvey — Cafeteria
Birch Meadow School — 1957—1975
Highland School — 1955—1957

Mrs. Johnena Matthews — Cafeteria Manager
Pearl Street School — 1957—1975

SCHOOL COMMITTEE

Mrs. Nancy Elgart, Chairman 65 Timberneck Drive	Term expires 1977
Mr. W. Bruce MacDonald, Vice-chairman 67 Prospect Street	Term expires 1978
Mrs. Mary Jolene Guerra, 126 Belmont Street	Term expires 1978
Mr. Louis Martinage, 41 Harvard Street	Term expires 1976
Mr. Frank A. Smith, Jr., 393 Summer Avenue	Term expires 1976
Mrs. Elizabeth Walsh, 43 Vine Street	Term expires 1977

ADMINISTRATIVE OFFICE

Superintendent of Schools

Dr. Robert S. Wells — 19 Oak Street

Assistant Superintendents

Dr. Robert J. Munnelly, Instruction & Personnel	40 Winter Street Nahant, Mass.
Mr. Ronald A. Winslow, Business	44 Oak Ridge Road

SCHOOL COMMITTEE OFFICE

34 Gould Street

Office Hours — Monday through Friday — 8:00 a.m. to 4:30 p.m.

SCHOOL COMMITTEE REPORT FOR 1975

Since its last report to the Town your elected School Committee has worked diligently to meet its "charge and superintendence of all public schools" as well as the dual ethical challenge of its primary responsibility to children and its policy making function.

It was unanimously agreed that a systematic review and updating of the policy book was needed. To begin this review, the Administration proposed that priority be given to existing policies on the keeping of student records and student suspensions. The immediate need for the former was to assure conformity with recent federal and state legislation which resulted in new regulations by the State Board of Education. Because a student's right to public education is interrupted by suspension and/or expulsion, current court rulings have made it imperative that this right is safeguarded in school policy regarding the manner in which these extreme measures are taken.

Many minutes were also devoted to a thoughtful review of the Search and Seizure policy for Secondary Schools (also related to students' rights.) The School Committee is cognizant of its serious responsibility to write clear policy for the 1970's which not only protects the rights of children, but also safeguards the awesome administrative task of principals in our secondary schools.

Responding to a greater interest of students to graduate before their class, the policy on Early Graduation was carefully studied and updated with more accurate guidelines.

In an effort to establish a mechanism for citizen input a policy was drawn whereby parents of a given school (wherein a new principal is to be appointed) would be invited to establish specific criteria for such a choice. These recommendations would be made by a parent-screening committee prior to the final interviewing by the administration. This policy was immediately implemented in the choice of principal for the Highland School.

A new policy was also voted upon to establish a formal training internship for assistant principals. It is hoped this will provide a more genuine administrative experience for assistant principals and allow more teachers to be involved at that level of the system.

How students are involved in the securing of monies and how these funds are supervised and used was discussed. This resulted in Committee action to revamp its policy on Solicitation of Funds and to pass on a new one regarding the Solicitation of Funds for Charitable Causes.

Renewed interest of parents and School Committee members in enlarging the field trip program as part of educational enrichment, resulted in a revision of the Field Trip Policy. It now allows greater flexibility in the source of funds for such experiences.

Another new policy which was long overdue, a Golden Age Policy, allows all senior citizens free attendance to any school sponsored function.

A summary of this policy action was made for your information. The Committee intends to continue this review as time allows.

At the conclusion of the '74 — '75 school year a final report of the Ad Hoc 622 Committee was approved. This citizen group commended the School Department for its "reasonable compliance" in the practical arts, but hoped it would work at continuing to eliminate the discrimination that still exists by using its report for guidelines. The School Committee acknowledges the continued efforts that must be made to meet not only the letter but also the spirit of this equal education legislation.

Face to face meetings with parents and other citizens, in large and small groups, over educational and legal-ethical questions were a considerable amount of the School Committee business this past year. What has come to be known as the "surveillance incident" at the high school was on the agenda more than one meeting and the Committee allowed what it judged to be reasonable time for the airing of reactions, opinions, and feelings from students and adults. The members, themselves, went on record regarding their views of the handling of the situation. As a follow-up to that exchange the high school administration was requested to present a statement on the philosophy of and procedure for discipline at Reading Memorial High School. Such a presentation was made in the fall. Its introduction stated that "...the administration of the Reading High School regards discipline as an integral part of the instructional program." A copy of this report is available at the School Committee office.

As are many communities in the Northeast, Reading is seeing a decline in its elementary school enrollment. Discussion of this situation has been going on for sometime and in earnest with the present School Committee since May, 1975. In the current school year there are two fewer elementary classrooms. A citizen task force has been charged with a thorough examination of the problem of declining enrollments and its related issues of facilities and staffing. The task force is to report back to the School Committee in April and at that time Board action must be taken in light of these recommendations and those of the Administration. The enrollment for school year '76 — '77 will be lower by over 100

students and solutions for this situation plus long range planning is the responsibility of this School Committee.

Preliminary endorsement was given to the High School administration's proposal of an alternative high school program [**Focus**] which would begin to address the special and serious needs of the high school youngster unable to benefit in a real way from the regular curriculum.

The Committee strongly endorsed the expansion of the high school athletic program to include a (coed) Club Soccer team, both girls' and boys' gymnastic teams and enlarging the girls' field hockey from two to three teams.

To encourage cultural enrichment of all students it serves, this School Committee approved and supported three different undertakings.

1. Reading was host for two weeks to three teachers from Japan. One was at each of our secondary schools providing an opportunity for them to observe an American school system and community and for our students to learn about an Asian culture through this brief acquaintance.

2. Our Metco program continues to be an integral part of our townwide system. We currently have 86 students from the Boston inner-city. These children benefit from our educational programs and they and their parents attempt to know some of the parents of Reading youngsters through PTA meetings and the volunteer "host family" program.

3. This year we also have eight Vietnamese children in our schools, learning English and gradually other subject matter as they become part of the school community. It was recently learned that the Reading School Department is the recipient of a Federal Grant to assist in the special tutoring needs of these young persons.

At this writing negotiations continue with the RTA for a new contract beginning school year '76 — '77.

A frank and candid working with Superintendent Wells has resulted in the initiation of a system of evaluation of that position. The Superintendent has stated specific goals he sets as educational leader and together we are establishing a method to measure performance. The School Committee and the Administration welcome this challenge. In the future a similar effort will be made to evaluate the performance of the School Committee.

Like all Town Boards, the School Committee works under the Open

Meeting Law. Elected Boards have grave responsibilities and the watchful concern of the electorate should be welcome at all times. Your School Committee invites you to do so.

Respectfully submitted,

MRS. NANCY ELGART, Chairperson
MR. W. BRUCE MACDONALD, Vice Chairperson
MRS. MARY JOLENE GUERRA
MR. LOUIS MARTINAGE
MR. FRANK A. SMITH, JR.
MRS. ELIZABETH WALSH

REPORT OF THE SUPERINTENDENT OF SCHOOLS

To the School Committee and the Citizens of Reading:

The Annual Report of the School Committee and the School Department gets larger and more detailed by the year. In reviewing the material prepared by other members of the Staff for the 1975 Annual Report, it became evident that most of the pertinent issues, programs, and statistical data are contained elsewhere, and for me to make further mention would serve no good purpose.

There are two major issues facing the Town of Reading and its public schools. These same issues apply to a great majority of communities in the Commonwealth. The first is the issue of school finance, and it is becoming a more critical problem every year.

Ten years ago, in the 1965 Town Report, I stated: "Unfortunately, there is little evidence at this time that gives assurance that the demands made upon us by our State Government will be accompanied by additional State revenue. It appears quite evident that until the General Court of Massachusetts substantially increases its financial support for education the prime source of revenue will continue to be the assessment of local real estate. A growing suburban residential community that chooses not to attract industry will, of necessity, be required to make even greater demands on its land and property owners."

The problem has deteriorated in the past 10 years. Obviously, Reading wishes not to expand its tax base or our Town Fathers would have made efforts to improve it. Out State Government continues to pass legislation and regulations mandating that our public schools initiate

expensive and sometimes frivolous programs — such as, but not limited to, the elevator in our Field House, deluge showers in our science classrooms, a breakfast program, to mention a few. The property tax, the most unequitable and overburdened source of our revenue, continues to share the brunt of these costly programs. Unless a quick solution is found for this problem, we will witness the decline in the quality of our educational system — a process which already is underway.

The second major concern is that of declining enrollments within our school system. While mentioned in last year's report, the citizens, in general, have not yet accepted or understood the significance of this issue.

My personal view is that our elementary school enrollment alone will decrease by 500 to 600 students in the next five years, and our secondary school enrollments will decrease by 200 or more within the same period of time. Further, additional decreases in our overall enrollments will occur at least until 1985. There well may be a reduction of 1500 students within the next 10 years.

Obviously, such a change calls for adjustments within the school system. Our prime objective during this period shall be to maintain quality education. There are, however, major decisions to be made on the need and use of school facilities, as well as decisions affecting the size of our work force. Overall, this is an issue of major significance to the Town. It should involve a coordinated effort of many Town Boards, Committees, and the citizenry in general.

Respectfully submitted,

ROBERT S. WELLS
Superintendent of Schools

The enrollment of the Public Schools as of October 1, 1975, was 6038. In addition, there were 58 students from Reading enrolled in Grades 9 thru 12 at Austin Preparatory School for Boys, making the total school population in Reading as of October 1, 1975, 6096. There were also 95 boys and girls enrolled in Grades 9 thru 12 at the Northeast Metropolitan Regional Vocational School.

ENROLLMENT STATISTICS

Six—Year Summary of Public School Enrollment

Grade	1970	1971	1972	1973	1974	1975	'77
K				403	412	338	302
1	492	479	453	446	438	440	
2	540	488	487	456	451	424	
3	496	548	499	481	461	436	
4	523	490	543	509	487	466	
5	522	526	489	542	497	486	
6	547	522	532	483	547	489	
7	508	529	532	539	486	547	
8	522	501	526	532	537	486	
9	468	474	462	476	482	483	
10	459	457	468	446	481	470	
11	442	447	446	450	437	463	
12	406	418	418	425	439	415	
PG	3	0	0	0	0	0	
Special Needs	43	39	39	36	32	30	
Class for Deaf	6	6	7	7	6	5	
	5977	5924	5901	6231	6193	6038	

STAFF

There are 544 people serving the Reading Public Schools in the following capacities for the school year 1975-76:

I.	Administration and Specialists		58
	Central Office	3	
	Principals (and Assistants at RMHS)	13	
	Directors	5	
	Guidance Counselors	11	
	Teachers of Special Needs	25	
	METO Coordinator	1	
II.	Teachers		304
	High School	96	
	Junior High Schools	59	
	Elementary Schools	127 classroom 149	3139 stu
III.	Health Department		5
	Nurses	4	
	Doctor (part-time)	1	
IV.	Secretarial, Clerical and Data Processing		26
V.	Custodians and Matron		41
VI.	Cafeterias		43
VII.	Personnel — Part-time		67
	Perceptually Handicapped Tutors	18	
	Teacher Aides	48	
	School Committee Recording Secretary	1	

ANNUAL REPORT 1975-1976

DEPARTMENT OF PUPIL PERSONNEL SERVICES

Services and programs involving the Reading Public Schools have been dramatically altered in scope during the past 2 years. The enactment of Chapter 766 — the special education law — has provided part of the impetus for program changes. More significantly — the Reading Public School System has made critical decisions culminating in the creation of a program model that indirectly and directly benefits all students. Students, teachers, parents, and administrators have a wider range of options and alternatives available.

The major concept directing the development of special services has involved the notion of "mainstreaming". More specifically — the Reading School Department has provided services for students and classroom teachers that has enabled a wider range of individual student differences to be effectively accomodated within the regular classroom. A significant portion of the role of any worker outside of the classroom is to provide support, consultation, and direct services to teachers. We are encouraged by the notable success that students with special needs and regular teachers have experienced within classroom settings. Through grant funds, we have created a variety of inservice training experiences for regular classroom teachers. These workshops and inservice programs have been viewed in positive terms.

Within each school building there has been an ongoing committment to the development of a viable child study and evaluation process. Staff members at each school meet on a regular basis to review the progress of students and explore ways in which to facilitate learning. Through support from grant funds, specialists and regular classroom teachers have been involved in training designed to improve their diagnostic skills.

Helping Students with Moderate Special Education Needs

Currently through a full-time staff of 11 special needs resource room specialists and 8 part-time tutors, we provide a wide range of special services. Ms. Roberta Engel serves as the Special Education Supervisor responsible for the coordination of these services. Program offerings include direct instruction and remediation, services to classroom teachers, participation in child study and core evaluation procedures, parent conferencing, and related activities. The resource room concept encourages a team approach including school personnel and parents. The critical goal for the provision of resource room services is to provide a

special learning experience that is integrated into the student's total educational experience. We are encouraged and optimistic concerning the effectiveness of this delivery system.

Helping Students with Severe Special Education Needs

Students with severe special needs are currently being serviced within the SEEM collaborative. SEEM is a seven town collaborative designed to provide services for students with handicapping conditions requiring intensive special education services in substantially separate classrooms. All students receiving services in state facilities (schools, hospitals, rehabilitation settings, etc.) have been evaluated under Chapter 766. The majority of these students will continue to require 24 hour-a-day care and education under the direct auspices of the Bureau of Institutional Schools. In selected situations, students who can benefit from a community-based program will have access to day programs available within our collaborative classrooms.

It is apparent that the Reading Public Schools have developed a more flexible approach in dealing with a wider range of individual differences within each neighborhood school. Indeed — there is a strong committment to mainstreaming. It is equally apparent that there are particular students with severe needs that will require the advantages of intensive programming available through a collaborative approach. The important objective in terms of developing programs and services is to have an array of options that permits and encourages transitions based on the needs of the student. The collaborative classrooms offer students intensive small group experiences directed toward the remediation of severe learning difficulties. All Reading students with the collaborative program have participated in evaluative and review procedures concerning their placement, progress, and readiness to transition to another program.

Guidance Services

A wide range of services and programs characterize the Guidance Department. Direct services to students includes counselling support, career guidance, and direct information giving. The Teacher Advisor Program has been continued at Reading Memorial High School; Mr. Karakashian's report will review programs and directions in greater depth. In September of 1975 Home Room based affective Education Programs were initiated at Coolidge and Parker Junior Highs. All Guidance personnel were involved in Child Study and Core Evaluation procedures. At the elementary level, counselors have been involved in

classroom-centered learning experiences involving students and regular classroom teachers.

Language, Speech and Hearing Services

Our Language, Speech and Hearing specialists render a variety of services. These services include direct therapy on an individual and small group basis, developing parent administered home training programs, consultation to classroom teachers, participation on child study and core evaluation teams, lip reading and auditory training, and related services. Increasingly the thrust of services is toward the remediation of communication and language disorders. Finally — through screening and early diagnosis the direction of services will move increasingly toward prevention-based services.

Health Service

The Health Services Team conducted vision and hearing screening testing during the kindergarten and pre-school screening. Health exams, immunizations, and related health services were rendered during the course of the 1975-1976 school year. The nursing staff was available throughout the school year to deal with emergency health conditions and traumas. The expertise of the nursing department continued to be called upon for child study and core evaluations, requiring close school and family involvement. Through the addition of a new staff member — Mrs. Joanne McMahon — the nursing staff was able to selectively participate in teaching units in the health curriculum. The nursing staff has been energetically involved in a variety of workshops involving drug abuse, alcoholism, vision screening and scoliosis screening.

Summary

In the midst of some very difficult and challenging demands the Reading Pupil Services Department has responded in a positive fashion to the requirements of a complex legislative mandate. A viable structure for the development of comprehensive special services has been implemented.

Respectfully submitted,

A.J. ALEXANIAN
Director of Pupil Services

ELEMENTARY SCHOOLS

ANNUAL REPORT

1975

In the year 1975, Eleanor Skahill, principal of Joshua Eaton since 1952, retired from the staff of the Reading Public Schools.

Donald Farnham was transferred to the Eaton School to replace Mrs. Skahill. He has served as supervising principal of Highland/Lowell Schools for the past eleven years.

The new principal of the Highland/Lowell district is Elizabeth Twomey. Prior to her appointment she was a reading teacher at Coolidge Junior High School and had taught elementary school classes for many years.

PARENT VOLUNTEERS

During the past year the elementary schools have utilized with greater frequency the assistance of parent volunteers. A cadre of volunteers who assist in many aspects of the schools' day to day routine can be found in every school.

Assisting in the classroom they may be found helping a teacher put on a play, helping a child with math facts, or helping a child with a special project. The media centers have become popular places for volunteers. Here they are found assisting with the cataloging of books and media materials, helping to maintain the collection, helping students locate materials or assisting a child with a project.

Many volunteers help with non-classroom related tasks such as selling milk in the cafeteria or other clerical tasks.

Volunteers are often used as resource people to enrich various curriculum areas by supplying valuable information through their particular area of expertise he or she may have gained through travel, occupation or hobby.

All services performed by volunteers are done under the direction and supervision of the principals and classroom teachers. Training sessions have been conducted for volunteers.

It is hoped that interest in our schools will continue to cause

volunteers in our schools to continue to grow in number. Their assistance is greatly appreciated.

"EDUCATION BY OBJECTIVE"

Education by Objective (EBO) is a new term which has found much use in the Reading Public Schools this year. It refers to an approach to communication between professional staff members and their supervisors and is also to be used in Reading as our way of evaluating the professional performance of the staff.

A general job description which serves as a set of basic criteria in the teacher evaluation process was formulated by a committee representative of each building and of different job capacities.

In September, 1975, Dr. Robert J. Munnelly addressed the staffs of the elementary and secondary schools regarding the implementation of the "Education by Objectives" approach to teacher evaluation.

In this approach both the supervisor and the supervisee work together in identifying areas most in need of attention, in setting goals, in deciding courses of action and in determining how progress will be assessed.

This method is premised on the notion that self-evaluation is the best approach to the improvement of the teacher's performance.

A formal written statement in essay form incorporating the judgment about the teacher performance is to be prepared by the end of March each year for non-tenure staff and by the end of June for the tri-annual evaluation of tenured teachers.

The major benefits of the EBO approach is that the judgement included in the written performance statement will come as no surprise to the teacher. The written document should be a restatement of ideas shared, discussed and acted on during the appraisal process.

TITLE I

Beginning June 30, 1975 and ending August 1, 1975, a Summer Title I Project entitled "Mission Success — Summer '75" was conducted by the Reading Public Schools, at the Pearl Street School.

This program was specifically designed to give individualized in-

struction in the areas of Reading, Language and Mathematics to the 100 plus children invited to attend the sessions.

The selected children, from the Pearl Street, Woburn Street and Highland Schools, worked in academic settings featuring a low pupil-teacher ratio.

In addition to individually-tailored academic experiences, the children were also afforded many cultural opportunities. Many community people visited classrooms to discuss their special expertise with the children, and many field trips to places of cultural importance were arranged.

At the conclusion of the program, the children then enjoyed the remainder of their summer, knowing that they had just taken part in a very profitable and enjoyable summer experience.

IMPLEMENTATION OF CHAPTER 622 — THE EQUAL EDUCATIONAL OPPORTUNITY LAW

As a continuation of the efforts of the School Committee Citizen Advisory Committee on the "Equal Opportunities Law", the school system initiated a voluntary ten week workshop for teachers and administrators. Its purposes were to familiarize the participants with the law, deal within the area of group sensitivity, and to elicit further recommendations on how to proceed with introducing the staff of the entire school system to the concept and spirit of Chapter 622.

Mr. Horace Selden, Director of Community Change, Inc. and his assistant Ms. Anne Coles were engaged to conduct a ten week series of after-school meetings. These proved most beneficial to the thirty participants because of the variety of techniques used to motivate and promote group interaction.

The participants developed recommendations for further education of the whole staff about Chapter 622 and were forwarded to the Superintendent of Schools. Several of the participants have offered to serve as co-leaders in any of the follow-up workshops.

MEDIA ON THE MOVE

Books, magazines, records, tape recordings, filmstrips, super 8 film loops, sound filmstrips, films, games, posters, manipulatives, study

prints, transparencies, and kits are the many types of media available to the students and teachers within the Elementary School Library/Media Centers.

What we've come to know in recent years about learning tells us that active participation, not passive spectator-type behavior, is the most productive way of learning. Learning experiences are richer when the student is actively involved. In Reading, we've worked at this concern by developing multi-media approaches to learning where the student — not just the teacher — uses a variety of media to learn and to apply to learnings.

Part time professional media services are available to all elementary schools in Reading. Presently there are five media specialists who share in the responsibility of maintaining media centers in the seven elementary schools. The immediate aim is to provide two additional people to be assigned to the Woburn Street School and Barrows School so that each school will have a full time media person.

With the proliferation of varied media materials, the role of the media specialist has taken on added significance. Paramount among the varied duties is the increased emphasis on developing programs for teachers and students, organizing materials to facilitate availability, selecting materials to meet teaching and learning styles, and teaching specialized skills.

Parent volunteers help in all the elementary media centers. Primarily their function is the concern with circulation of materials and the carrying out of clerical tasks under the supervision of the media specialist.

Respectfully submitted,

CHARLES N. PAPANDREOU
DENNIS F. MURPHY
DONALD B. FARNHAM
ELIZABETH A. TWOMEY
JOHN F. MORABITO
PAUL A. GUERRETTE
HERBERT BARON

ANNUAL REPORT

ARTHUR W. COOLIDGE JUNIOR HIGH

WALTER S. PARKER JUNIOR HIGH

Many developments have occurred in the Junior High Schools over the past year that are worthy of note.

Mr. Albert LaHood was appointed Supervising Principal at Coolidge Junior High. Mr. LaHood, former guidance counselor at Parker, replaced Mr. John Copithorne, who resigned his post in order to fulfill a long term desire to return to teaching.

All who came into contact with Mr. Copithorne during his years at Coolidge are appreciative of the many kindnesses he tendered. It is our hope that he enjoy the same satisfaction and pleasure in teaching that he tried to provide for others for so many years.

Several other positions are now filled by different people. At Parker, Mr. Robert Quinn is the new Guidance Counselor and Mr. William Cowles is Chairman of the Math Department. Mr. Terry Woody is the new Chairman of the English Department at Coolidge and Ms. Katherine Farquhar is now heading the Social Studies Department at the same school.

We were all saddened by the sudden passing of Mr. Albert Kent who retired last June after many years of service to the youth of Reading. Long a powerful influence on students and staff at Parker, Mr. Kent's warmth, wisdom and humor are sorely missed.

In general terms the past year is viewed as a positive one at both schools. Programs developed over the past few years continue to become stronger with the staff spending a good deal of time on in-service training and curriculum development.

A series of in-service workshops were conducted for all home room teachers by three staff members from the Eastern Middlesex Guidance Center. Titled a "Humanistic Education Workshop", the purpose was to better equip teachers in what is called affective education. This was the first phaze of what will become a more intensive and formal home room program intended to deal with student attitudes and personal issues. Among the topics addressed will be value clarification, decision making, relationships with others and the more typical kinds of student concerns such as grades, friends, etc..

An additional workshop held last year was one entitled, "Reading In The Content Areas". Assisted by Ray Sunbury, Reading Director, the program involved three experts in Reading from Boston University and Northeastern. The purpose was to instruct the staff in how to evaluate the reading level of text materials and ways to assist students in reading and study skills.

The Staff at both schools is continuing to spend time and energy on curriculum development and review with a particular emphasis on basic learning skills in all areas. There has also been greater contact with both elementary schools and the high school. Meetings for purposes of coordination have been held with several of the High School departments with positive results.

In summary, we regard our situation as similar to that faced by educators everywhere. The myriad of ideas and expectations which impact schools seems at times to be endless. Everyone has their view of what schools should be and what they should accomplish and rarely are they consistent. Our task often becomes one of establishing reachable and worthwhile priorities on which to spend our energies and exercising some restraint over the temptation to chase each bright new idea on the horizon.

The increased concern nationally over student achievement in basic skills is shared by many of us and this concern is actually the cause for some optimism. Schools generally feel they can cause improved achievement in basics with a renewed emphasis and naturally this is greatly facilitated when there is public support for this emphasis. It will be quite interesting over the next few years to see the results of schools focusing on what they have historically done best.

Finally, we again wish to thank all the parents who have so ably assisted and supported us during the past year in many different ways.

Respectfully submitted,

JOHN D. DELANEY, Principal
WALTER S. PARKER JUNIOR HIGH

ALBERT A. LAHOOD, Principal
ARTHUR W. COOLIDGE JUNIOR HIGH

ANNUAL REPORT OF THE

READING MEMORIAL HIGH SCHOOL FOR 1975

Although overall public school enrollment began to show a decline in 1975, the enrollment at the Reading Memorial High School remained relatively stable with indications that a peak enrollment in excess of 1860 students would be reached in 1977; and no substantial decline in numbers would occur until the early 1980's. This enrollment picture, together with direct or indirect pressures for more personalized instruction, the desire by an increasingly larger number of students for business experiences and the necessity of providing specialized reading instruction, created the need for increased staffing. An English-Reading teacher, a business education teacher, and a learning disabilities teacher were added to the staff in September of 1975.

Assistant Principal Charles Symonds and Director of Pupil Personnel Services Dr. Alex Alexanian have devoted considerable time to planning and writing proposals for initial federal funding of an alternative education program called **Focus**, which is designed to provide a highly structured yet personalized instructional program for certain pupils who cannot adjust to the regular instructional program. This Focus program if initiated would require the use of four adjacent classrooms on one floor presently used for foreign language instruction. Displacement of foreigh language classes from this area would require converting the semi-open teaching stations on the next level above into four self-contained classrooms so that classes could be held concurrently in all four rooms without undue sound interference. Four additional persons would be needed to implement this program which would serve 30 to 37 pupils in the first year. These would be a program coordinator, two teacher-counselors and a clerk. In addition to providing personalized instruction in English, Social Studies, Mathematics, and Physical Education, the teachers, together with the coordinator, would conduct daily group-counseling sessions which hopefully would lead to more desirable behavior patterns and problem-solving techniques in the pupils. If the Focus program is implemented and if it grows to service a maximum of 60 to 65 pupils, at least one more teacher-counselor will be needed.

Even though the "Career Discovery" project received no further federal funding, we were able to implement some of the important features of this program by September, 1975. By extending the TAP program to grade 10 and utilizing 18 nine-period days in the 1975-76 year, we were able to bring a series of excellent occupational information films to all tenth graders. On most of these same nine-period days, a series of conferences covering specific occupations within the 15 broad

occupational families was made available to juniors and seniors. We are extremely grateful to the Advisory Committee of fourteen Reading residents who assumed the responsibility for providing qualified speakers for these conferences. Unfortunately not all students who signed up in advance to attend these conferences always showed up. Nonetheless, the shifting of hours for these conferences from evenings to days provided opportunities for a great many more students to attend. Finally a good start was made in stocking the Career Discovery Center adjacent to the guidance suite with appropriate print and audio-visual materials.

A follow-up to the intensive two-week training program that three R.M.H.S. teachers and two 735 representatives attended in the fall of 1974 has been the establishment of a "Rap Room" next to the Career Discovery Center which is manned by Jan Betts and Bob McCarthy of 735 from 11:00 a.m. to 2:00 p.m. every school day except Wednesday. The "Rap Room" provides pupils the opportunity to discuss topics of personal interest with 735 personnel. Close liaison is maintained between the "Rap Room" and guidance counselors.

During 1975 a girls' spring track team was organized and competed on an informal basis with similar teams from surrounding communities. A girls' indoor track team was also organized on an intramural basis during the '75-'76 winter season. It is likely that in time both winter and spring track for girls will become a part of the regular interscholastic athletic schedule. Gymnastics for boys and girls was organized and operated at both the intramural and interscholastic levels.

Work on the "Life Curriculum" begun in 1974 was continued during the summer of 1975 when specific instructional materials were developed for more than one year of the planned four-year sequence. It became necessary to revise our thinking of having the "Life Curriculum" span all four years for all students. Such an arrangement would require the reassignment of a large number of teachers and/or the hiring of several additional teachers. In light of the economic climate and projected long-range enrollment declines, it did not seem as if we could expect substantial financial support for any new program, no matter how important or how meritorious, that was not mandated by law. Consequently some of the instructional materials that were prepared are planned for integration into existing courses while a highly condensed one-year required course is planned for grade 11 at the present time. We hope to implement the modified life curriculum within the next two years.

Preliminary estimates based on a recent inventory of reference books are that the book detection system has reduced pilferage from the

Resource Center by about two-thirds. The installation of supplementary detection devices should help this situation further.

Two conditions continue to plague the day-by-day operation of the school. The first condition revolves around circumstances that stem from the original undermanning of the custodial staff when the physical plant was expanded to more than double its original size. Although the existing custodial staff works hard to keep the buildings clean and in good repair, there appears to be just too much work for them to do, particularly in relation to repairing or restoring materials or equipment damaged or destroyed by vandals. This brings us to the other condition which is so retrogressive. A very small percentage of the student body seems to take perverse pleasure in committing acts of vicious, senseless vandalism. Handrails are torn off the interior walls of stairways, handles to windows or lockers are broken off, and a good deal of glass is broken, loudspeakers are ripped out of ceilings, ceiling tiles are ripped off, metal partitions separating lavatory stalls are dismantled, thermostats are taken apart, etc., etc. The frustrating part of all this is that the vast majority of students, who are not vandals, still continue to accept vandalism as something normal that they can do nothing about. We persist in our efforts to teach that any democratic society, to succeed, must be a self-policing society.

Word was received in October that the two-year progress report was reviewed and accepted by the Commission on Public Schools of the New England Association of Schools and Colleges, Inc. without change in our membership status. It was indicated that ". . .The commission appreciates the submission of very thorough responses to all recommendations rejected and those on which no action has been taken and trusts that recommendations currently classified as "Planned for the Future" will become operative by the time of the Five-Year Progress Report due on June 1, 1978."

Respectfully submittted,

ARA A. KARAKASHIAN, Principal
READING MEMORIAL HIGH SCHOOL

SCHOOL ENTRANCE REQUIREMENTS

To be eligible for admission to the Reading Public Schools a child must have reached the age of four years and eight months on or before August 31 of the entering year. Under no circumstances will children younger than 4 years 8 months be admitted.

Under the laws of the Commonwealth, each child shall attend school beginning in September of the calendar year in which he attains the age of six.

Children entering a public school for the first time will be assigned either to kindergarten or first grade by the building principal after a thorough consideration of pre-school registration information. Registration is normally held in the early spring of each year.

Upon entering school each child is required to present a birth certificate. Certificate of vaccination is no longer required.

NO SCHOOL SIGNALS

"No School" will be announced over Radio Stations: WEEI, WBZ, WHDH, WRKO, WEZE, & WMEX — between 6:45 a.m. and 7:30 a.m. Please do not phone the police or school officials.

It is the policy in Reading to have school on all scheduled days and for parents to decide when conditions are such that it would be unwise for their child to attend. However, when travel conditions are such that buses cannot run or the school yards cannot be opened, or other extraordinary conditions exist, school may be cancelled for all schools or for the elementary grades only. This decision will be made by the Superintendent of Schools.

SUMMER SCHOOL 1975

Between June 30 and August 1, 1975, the school department conducted a summer program for 600 students in grades K — 12. This program effectively provided for the needs of many students by:

—providing programs which give students the opportunity to maintain their levels of skill and background thereby continuing a subject successfully.

—offering the opportunity to receive credit for a course failure or incompletion.

—offering students the opportunity to enrich their educational experience.

Students in grades 1 — 8 who participated in programs designed for maintenance of skills were chosen through a screening process geared to specify their needs.

Participation in enrichment courses was governed by the students' attitude towards and interest in the course content, not by academic achievement alone.

Students participating in courses at the senior high school level enrolled through a typical process of registration either through their own initiative or with the guidance of their counselors and teachers.

Courses ranged from one to 3½ hours in length and the typical student received two hours of instruction daily.

The program, which was conducted at the Woburn Street School, Parker Junior High School, and Reading Memorial High School, concluded with reports being sent to parents and a copy forwarded to the child's school.

COURSE DESCRIPTIONS AND ENROLLMENTS

Elementary and Junior High School

Individualized Mathematics — for children in grades 1 — 8 who experienced difficulties in some particular phase of the math curriculum. This was a maintenance program designed to provide individual and small group instruction geared to the specific needs of the student.
(Enrollment — 110 students)

Math Enrichment — for children in grades 4 — 6 who exhibited special interest in mathematics. The focus of the program was the development of problem solving techniques as a thinking skill. Through the use of manipulative materials students observed and discovered many arithmetic, algebraic, and geometric principles.
(Enrollment — 60 students)

Corrective Reading — for children in grades 1 — 6. A maintenance program designed to provide individual and small group instruction

geared to specific needs of students who had experienced some difficulty in a particular phase of the reading curriculum.
(Enrollment — 120 students)

Research Skills Project — designed for students in grades 5 — 8 as a practical course in research and study skills using, as a theme, the Bicentennial, and stressing the integration of media. The children learned how to develop and produce high calibre research reports.
(Enrollment — 30 students)

The Nature of Biology — for children in grades 5 — 8 who displayed a keen interest in developing a better understanding, awareness, and appreciation of plants and animals in their immediate environment. Using the Vivarium at R.M.H.S. as home base, students had the opportunity to collect, examine, identify, and preserve or maintain biological specimens obtained locally.
(Enrollment — 40)

Open Enrollment

Music Workshop — for all instrumentalists in grades 5 — 12. Focus was on the development of technique and the mastery of rhythm. The program concluded with a music festival at the R.M.H.S. auditorium. The festival included live performances of chamber music, dixieland, and full band and was free to the public.
(Enrollment — 73 students)

Senior High School

Algebra I and II — a comprehensive review of Algebra I to provide adequate mastery for the study of intermediate math and a review of the fundamental techniques of Algebra II which can be applied to more advanced math courses.
(Enrollment — 34 students)

Personal Typing — aims to develop the mechanical skills necessary to operate a typewriter efficiently by the touch system.
(Enrollment — 32 students)

Language Arts Review — a review of the basic skills and knowledge necessary for the study of more advanced language courses.
(Enrollment — 21 students)

Directed Reading and Writing — stresses individual improvement in the skills necessary for a high school student to read and write well. Students read fiction and non-fiction material and wrote in relation to their readings.
(Enrollment — 20 students)

Driver Education — open to students 16 years of age or older. A theoretical and practical preparation for registry exam that includes classroom and behind-the-wheel instruction.
(Enrollment — 29 students)

Respectfully submitted,

JAMES J. DUMAS, JR.
Director of Summer Schools

BICENTENNIAL COMMITTEE

A systemwide committee representative of the staff of the Reading Public Schools was called into existence by Superintendent Robert S. Wells to arrange and coordinate suitable activities for the celebration of the country's 200th birthday. James McCann, of Parker Junior High, was chosen to be the chairman of the Reading Public Schools Bicentennial Committee, which held its first meeting in January 1975. The Committee was composed of representatives from each school in the system, and included the following members: Thomas Darrin, Katherine Farquhar, Barbara Palmieri, Stanley Butcher, Jean Bennett, Robert Penta, Linda Guerrette, Linda Anderson, Elaine Hondorf, Jean Weatherbee, and James Dumas.

The committee attempted to channel its work into four areas. The first goal of the committee was to motivate the students, teachers, and administrators of the school system to do all that they could to incorporate the Bicentennial into their everyday curriculum.

The second aim of the committee was to gain new information and the ideas necessary for a more fruitful celebration of the Bicentennial. Organizations like the American Revolution Bicentennial Administration, the Massachusetts Bicentennial Commission, the National Education Association, Boston 200, and others proved to be a rich source of unique information and educational ideas on diverse ways to honor America on her 200th birthday. Special visitors also shared their knowledge with the committee. These included authors, leaders from other school systems, a representative from the National Park Service,

and especially Mrs. Miriam Barclay, noted Reading historian and Curator of the Parker Tavern.

During the summer of 1975 several members of the committee worked to compose the "Reading Bicentennial Ideabook" which was published by the School Committee and made available to all of the staff. This booklet contained numerous short and long range Bicentennial school projects to be used throughout the 1975-1976 school year.

The third objective of the Bicentennial Committee was to coordinate the activities of the public schools. The committee disseminated new information, arranged for inter-school Bicentennial programs and met with members of the Reading Bicentennial Commission to assist the town in its efforts to celebrate the national holiday.

To achieve its fourth major goal, publicity and support for its specific programs and accomplishments, the Bicentennial Committee sought assistance from the staff of **The Chalkboard** and from the editors of the many local school newsletters, and received noteworthy help from Bruce Morang, of the **Reading Chronicle.**

The actual programs to celebrate the Bicentennial within the classrooms of the public schools have been far too numerous to list. They range throughout every academic discipline and in every grade level. Special assemblies, unique visual displays, reenactments and plays, research and field trips — these and many more have enriched the education of the school children during this Bicentennial anniversary.

And to highlight its efforts, the Bicentennial Committee has designated the week of May 10-14, 1976, as the Reading Public Schools Bicentennial Festival. Throughout that week all schools will culminate their Bicentennial celebrations with special programs, displays, and activities. On the night of May 13, 1976, each school will have a part in the Reading Public Schools' Bicentennial Presentation at the Reading Memorial High School. The theme for that night will be, "This Is My Country."

Respectfully submitted,

JAMES D. MCCANN, Chairperson

SCHOOL CALENDAR — 1976—1977

Teachers' Workshops —
Tuesday—September 7, 1976
FOR ALL TEACHERS ..... Wednesday — September 8, 1976

SCHOOLS OPEN ..... Thursday — September 9, 1976

Columbus Day (no session) ..... Monday — October 11, 1976

Teachers' Convention (no session) ..... Friday — October 29, 1976

Veterans' Day (no session) ..... Thursday — November 11, 1976

Thanksgiving Recess—close at NOON Wednesday — November 24, 1976
open on ..... Monday — November 29, 1976

Christmas Vacation —
close end of school day ..... Thursday — December 23, 1976
open on ..... Monday — January 3, 1977

Winter Vacation —
close end of school day ..... Friday — February 18, 1977
open on ..... Monday — February 28, 1977
(Washington's Birthday celebrated 2/21/77)

Good Friday — one-half day ..... Friday — April 8, 1977

Spring Vacation —
close end of school day ..... Friday — April 15, 1977
open on ..... Monday — April 25, 1977
(Patriot's Day celebrated 4/18/77)

Memorial Day (no session) ..... Monday — May 30, 1977

Schools CLOSE FOR YEAR —
For Students ..... Friday — June 24, 1977
For Teachers ..... Monday — June 27, 1977

Calendar Adopted
November 19, 1975

RESIGNATIONS

Central Office

Mr. Raymond Almeida	METCO Coordinator

Reading Memorial High School

Miss Angela Chiaramida	Social Studies
Miss Susan Frey	Mathematics
Mr. Carl A. O'Brien	Industrial Arts
Miss Michele Owaroff (1/24/75)	English
Mr. Robert Stewart	Science

Arthur W. Coolidge Junior High School

Miss Ann Bowman (2/14/75)	French
Mrs. Mary E. Foulds (1/24/75)	Mathematics
Mrs. Nancy Miller (from Maternity LOA)	English
Ms. Lucy A. Nittolo	Science
Miss Ruth Salter (1/24/75)	English

Walter S. Parker Junior High School

Mrs. Elaine L. Berg (6/6/75)	Mathematics
Mrs. Gail DerAnanian (2/4/75)	Physical Education

Alice M. Barrows School

Mrs. Claire Lange (1/1/75)	Grade 4
Mrs. Angelica Papke (3/27/75)	Grade 1

Joshua Eaton School

Miss Karen Clough	Kindergarten
Miss Linda Provo	Learning Resource Specialist
Mrs. Marilyn Mungovan (from Maternity LOA)	

Highland School

Mrs. Lynne Cameron	Grade 2
Miss Beverly Janson (4/18/75)	Grade 2

J. Warren Killam School

Mrs. Patricia Carson	Art
Miss Roberta J. Kelley	Grade 5/6
Mrs. Judith Messinger	Special Education
Mrs. Susannah O'Donnell (from Maternity LOA)	Grade 4

Pearl Street School

Miss Nina Gendelman	Learning Resource Specialist
Miss Joan Merrill	Elementary Music
Mrs. Doris C. Shaw	Kindergarten

LEAVES OF ABSENCE

Educational

Mr. Charles Whipple, Reading Memorial High School	Social Studies
Miss Susan Briggs, Alice M. Barrows School	Kindergarten

Health

Miss Constance Cooke, Pearl Street School	Grade 2

Maternity

Mrs. Judith N. Applebaum, Highland School	Grade 5

Sabbatical — One-half year

Mr. Peter B. Greene, Reading Memorial High School	Social Studies
Mr. Paul W. Soule, Reading Memorial High School	Biology
Mr. Ronald C. Morrison, Coolidge Jr. High School	Science

CHANGES IN PERSONNEL

Appointments

Pupil Personnel Services

Mrs. Roberta Engels	Special Needs Education Supervisor
Miss Shari Kutner	Speech & Language
Miss Marie E. Lopinto	Psychologist/Guidance
Miss Marie Riley	Speech & Language

METCO Coordinator

Miss Camilla Browne

Reading Memorial High School

Mr. William J. Carroll	Social Studies
Miss Susan Duvinsky	Spec. Ed. Resource Room
Mr. Stephen M. Gucciardi	Mathematics
Miss Anita Kremgold	English/Reading
Miss Claire A. Kroll	Social Studies
Mr. Michael McGuire	Science
Miss Kathryn Montejunas	English
Mr. Russell E. Morris	Electronics
Mr. Armand Munoz-Bennett	Social Studies
Mr. Warren D. Snyder	Business Education
Mrs. Charmaine A. Reider	Physical Education

Arthur W. Coolidge Junior High School

Miss Anne Huff	French
Miss Irene Kalogeris	Mathematics
Miss Gretchen Koch	Reading Specialist
Miss Barbara Palmieri	English

Walter S. Parker Junior High School

Mrs. Virginia Brogna	Mathematics
Mrs. Nancy C. Merritt	Mathematics
Miss Patricia A. Zona	English

Alice M. Barrows School

Miss Priscilla A. Cancellieri	Grade 1
Mr. Laurence J. Conn	Grade 4
Miss Susan Connolly	Spec. Ed. Resource Room
Mrs. Sharon Patterson	Kindergarten
Mrs. Eileen Ann Woods	Grade 6

Birch Meadow School

Mrs. Nathalie Palmunen	Spec. Ed. Resource Room

Joshua Eaton School

Miss Leslie W. Bodine	Learning Resource Specialist
Miss Susan Noch	Kindergarten

Highland School

Miss Anne L. Creeden	Grade 2
Miss Pauline Cynkus	Spec. Ed. Resource Room
Mrs. Susan C. Englund	Grade 1

J. Warren Killam School

Mrs. Joan Ciampa	Grade 3/4
Mrs. Carole A. Davis	Art
Miss Kathleen A. Hardin	Emotionally Disturbed
Miss Pamela K. Higgins	Intermediate Educable
Mrs. Marthanne Pressey	Spec. Ed. Resource Room
Mr. Stanley J. Quinlan	Grade 3/4

Pearl Street School

Mrs. Gail Broussard	Kindergarten
Mrs. Martha B. Forgiano	Spec. Ed. Resource Room
Mrs. Nancy B. Hoover	Learning Resource Specialist
Miss Rhoda M. Marotta	Grade 2
Mrs. Susan L. Thomas	Music

Woburn Street School

Mrs. Sheila Richardson	Spec. Ed. Resource Room

SCHOOL DIRECTORY

(Date after name indicates year of appointment)

Administrators

Robert S. Wells, B.S., M.S. Ed., Ed. D. (1965)	Superintendent
Robert J. Munnelly, B.S., M.A., C.A.S., Ed. D. (1970)	Asst. Superintendent (Instruction & Personnel)
Ronald A. Winslow, B.A., M. Ed. (1973)	(Asst. Superintendent (for Business)

Pupil Personnel Services

Alexander J. Alexanian, B.S., Ed.M., Ed.D (1974)	Director
Roberta T. Engel, B.S., M.ED. (1975)	Special Needs Ed. Supervisor
Sally Billig A.B., M.ED. (1974)	Psychologist
Mona E. Levy, B.A., M.A. (1974)	Psychometrist
William O'Keefe, B.S., Ed.M. (1954)	Social Worker/Adjustment Counselor

Health Staff

Robert Wakeling, D.O., 125 Main Street	School Physician
Evora P. Bacon, R.N. (1964), Barrows School Nurse	Supervisor of Health
JoAnn E. McMahon, B.S. Nursing, R.N. (1975) Coolidge	School Nurse
Ruth E. Schubarth, R.N. (1972) R.M.H.S.	School Nurse
Myrtle A. Waelde, R.N. (1963), Killam	School Nurse

Directors

Walter E. Hawkes, B.S., Ed.M. (1933)	Director of Athletics Director of Physical Education
J. Douglas Oliver, A.B., M.Mus. ED. (1948)	Director of Music
Raymond G. Sunbury, B.S., M.S. (1969)	Director of Reading
Roberta D. Thresher, B.S., Ed.M. (1959)	Director of Art
Mimi Browne, B.S. (1975)	METCO Coordinator

Reading Memorial High School

Ara A. Karakashian, B.S., M.Ed. (1954)	Supervising Principal
Leonard D'Orlando, A.B., M.A.T. (1958)	Assistant Principal
Ernest G. Spence, B.S., M.S.Ed. (1951)	Assistant Principal
Charles G. Symonds, B.S. (1970)	Assistant Principal
Willis Anderson, A.B. (1955)	Social Studies
Bruce Appleby, A.B., M.Ed. (1963)	Social Studies
Virginia Bartlett, B.S., M.Ed. (1958)	Acting Director of Physical Education
Gladys L. Benshimol, B.S. (1973)	Physical Education

Franklin R. Berkey, B.A., B.D., M.Ed., C.A.E.S. (1971)	Guidance
Alton L. Black, A.B.,M.Ed. 1963)	Mathematics
Thomas W. Blaney, B.S.BEd., M.S. (1969)	Business Education
Everett A. Blodgett, B.E., M.S. (1970)	Chemistry
Philip Blum, A.B., M.S. (1970)	Physics
Harold E. Bond, B.A., M.A. (1956)	English
Leslie C. Bowers, B.A. (1974)	English
Edward P. Brady, B.S., M.A.Ed. (1968)	Guidance
David L. Brett, B.S. (1965)	Business Education
Walter T. Cahill, B.S. (1960)	English
Joseph F. Cain, B.A., M.Ed. (1973)	Media Specialist
William J. Carroll, B.A., (1975)	Social Studies
David L. Castine, B.A., M.Ed. (1967)	Guidance
Lynne M. Cavanaugh, B.A. (1970)	English
Carolyn M. Clark, B.A. (1974)	French
Lois J. Coit, B.A. (1973)	English
R. Gilbert Congdon, B.A. (1968)	Mathematics
Frances M. Cook, B.A. (1974)	IPS, Biology
Martha C. Cook, B.A., M.Ed. (1970)	Chemistry
Norman P. Cormier, B.A., M.Ed. (1971)	English
Harold A. Croft, B.A. (1970)	English
Thomas C. Darrin, B.A. (1974)	U. S. History
Emery W. DeBeck, B.A. (1967)	Mathematics
Pearl M. Dee, B.Ed., N.S. (1963)	Home Economics
Francis A. DiLuna, B.S. (1973)	Science
Robert P. Donovan, B.A. (1970)	Spanish
Robert H. Dunbar, A.B., M.Ed. (1957)	Chairman, Social Studies Dept.
Marilyn B. Durkin, B.S. (1972)	Mathematics
Susan J. Duvinsky, B.A., M.Ed. in Sp.ED. (1975)	Sp. Ed. Resource Room
Myrna M. Evans, B.S. (1974)	Home Economics
Kenneth J. Feit, B.A., M.A. (1974)	English
David L. Garland, B.S., M.S., Ed.M. (1956)	Chairman, Biology & Anatomy Dept.
Richard C. Gillis, B.S. in Bus. Ed. (1966)	Business Education
Edrea M. Grabler, B.A. (1972)	French & Spanish
Peter B. Greene, B.A., M.Ed. (1966)	Social Studies
Marguerite E. Grimes, B.A. (1973)	Mathematics
Stephen M. Gucciardi, B.S., M.A. (1975)	Mathematics
Ric L. Guilbert, B.S. (1974)	Special Education
Arthur J. Hales, B.S. (1968)	Physical Education
Richard W. Ham, A.B., A.M. (1958)	Foreign Language Dept. Head
Michael F. Harney, B.S.E. (1970)	Industrial Arts
Helen M. Hart, A.B., A.M. (1957)	Guidance Dept. Chairman
William J. Hart, B.A. (1972)	English
Wendell W. Hodgkins, A.B., M.A. (1957)	English Dept. Chairman
John A. Hollingsworth, Jr. B.S., M.Ed. (1955)	Mathematics
Ronald N. Howland, B.A. (1973)	English
Elizabeth A. Jordan, B.A., M.Ed. (1974)	Biology
Eugene Kaczowka, B.S., M.Ed. (1968)	Mathematics
John A. Kelly, B.A. (1974)	Health
John J. Kelly, Jr., M.A., B.S., Ph.D. (1972)	History

Leo P. Kenney, B.S. (1970)	Biology
Anita Kremgold, B.A., M.Ed. (1975)	English/Reading
Claire A. Kroll, A.B., Ed.M. (1975)	Social Studies
Mary F. Lanouette, B.A. (1970)	Latin/French
Dorothy J. Lebach, A.B. (1970)	French
Maureen K. LeClaire, B.S. (1970)	Physical Education
Kenneth M. Levesque, B.S., Ed.M. (1967)	Distributive Education
Eleni LoPorto, B.A. (1972)	English
Donald J. Lovely, A.B., M.Ed. (1957)	Social Studies
Michael E. McGuire, B.Ed. (1975)	Science
Kathryn M. Montejunas, A.B., M.A.T. (1975)	English
Russell E. Morris, B.S.E.E., M.S.E.E. (1975)	Electronics
C. Edward Morrison, Advanced Voc. Teaching Ctf. (1965)	Industrial Arts
Joan E. Morse, B.A., M.S. (1972)	Learning Resource Spec. Coordinator
Eunice Mosher, B.S. (1972)	Sp. Ed. Resource Room
Armand A. Munoz-Bennett, B.A., M.A., M.Ed.	Social Studies
James T. Murphy, B.S., M.Ed., M.S. (1953)	Physics Dept. Head
Thomas F. Myslicki, B.S. (1972)	Physical Education
David Nathans, B.A., M.Ed. (1969)	Mathematics
Barbara C. Nevils, B.A., M.A. (1974)	Mathematics
Joseph V. Nisco, B.A. (1959)	French/Spanish
Anna F. Normand, B.S. (1974)	American History
Cheryl I. O'Brien, B.S. (1968)	Business Education
Phyllis J. Onusseit, B.S. (1974)	English
John B. Pacino, B.S. M.Ed., C.A.G.S. (1945)	Guidance
Walter G. Paskowsky, B.S., M.A. (1960)	Guidance
Robert F. Patterson, B.S.E. (1959)	Industrial Arts
Jerome H. Perry, B.S., Ed.M. (1957)	Physics, Earth Science
E. Jane Reed, B.S., Ed.M., C.A.G.S. (1958)	Business Ed. Dept. Head
Steven A. Rhodes, B.A. (1966)	Mathematics
Gladys M. Roberts, B.S.Ed. (1968)	Business Education
James L. Roth, A.B., M.M.Ed. (1957)	Music
Geraldine F. Roy, B.S., M.A. (1950)	Art
Helen E. Scannell, B.A., M.Ed., C.A.G.S. (1970)	Business Education
Paul A. Schapira, B.A. (1972)	Mathematics
Susan E. Sellers, B.A., M.A.T. (1972)	Social Studies
Jean S. Silva, B.A. (1968)	Learning Resource Specialist
Warren D. Snyder, B.A., M.D. (1975)	Business Education
Paul W. Soule, A.B. (1966)	Biology
Margaret B. Starrett, B.A. (1974)	Business Education
Sally Stembridge, A.B. (1955)	English
Anne C. Stewart, B.A., M.A.T. (1974)	Social Studies
Meredith L. Suld, A.B., M.A., M.R.E. (1968)	French
Robert R. Swanson, B.A. (1970)	Social Studies
Eric A. Turner, B.S., M.Ed. (1969)	Mathematics Dept. Head
Peter J. Valeska, B.A., M.Ed. (1970)	Social Studies
Frederick C. Wales, B.S.E. (1942)	Industrial Arts Dept. Head
Michael J. Weinswig, B.A. (1974)	Spanish/French
John W. White, Jr., B.S., M.Ed. (1958)	Physical Education
Peter T. Wood, Jr., B.A., M.A.Ed. (1970)	Art
Kevin J. Zenewicz, B.A., M.Ed. (1969)	Chemistry

Arthur W. Coolidge Junior High School

Albert A. Lahood, B.A., M.S.Ed. (1960)	Supervising Principal (1975)
Louis A. Adreani, B.S., Ed.M. (1955)	Asst. Principal & Science
Polly H. Alexander, B.S., M.Ed. (1967)	Learning Resource Specialist
John R. Burns, B.S., M.Ed. (1960)	Social Studies
Richard G. Chapman, B.S., M.Ed. (1958)	Guidance
Louise C. DiCarlo, B.A. (1971)	English
Robert B. Dinwoodie, Jr. (1961)	Industrial Arts
Sylvia Duani, B.A., M.A.(1974)	English
Katherine W. Farquhar, B.A., M.A.T. (1972)	Social Studies Dept. Head
John J. Fasciano, B.A., M.Ed. (1959)	Science Dept. Head
Walter J. Fitzgerald, B.S. (1965)	Physical Education
Donald B. Garland, B.S., M.Ed. (1956)	Science
Nancy L. Golon, B.S. (1973)	Science
Ruth E. Hood, B.S. (1973)	Home Economics
Anne Huff, B.A. (1975)	French
Irene Kalogeris, B.S. (1975)	Mathematics
Gretchen M. Koch, A.B., M.A.T. (1975)	Reading Specialist
Jennifer L. Lindquist, B.A. (1972)	Social Studies
William A. McQuillen, B.A., M.A. (1967)	Social Studies
Robert F. Mingolelli, B.A. (1964)	Music
Elizabeth Q. Morrison, B.S. (1970)	Spec. Ed. Resource Room
Ronald C. Morrison, B.S., M.Ed. (1967)	Science
Sandra L. Osborn, B.S. (1969)	Home Economics
Marjorie T. Pacino, A.B., M.Ed. (1964)	Mathematics Dept. Head
Barbara A. Palmieri, B.A. (1975)	English
Michael Scarpitto, B.A. (1972)	English
Frank E. Tuxbury, Jr., A.B., M.Ed. (1961)	Mathematics
Robert S. Ward, B.S. (1969)	Industrial Arts
Mary D. Wilson, B.S. (1961)	Physical Education
Terry M. Woody, B.A. (1968)	English Dept. Head
Sarah M. Yates, B.F.A. (1974)	Art
Maureen H. Zolubos, B.A. (1973)	Mathematics

Walter S. Parker Junior High School

John D. Delaney, B.S., M.Ed. (1964)	Supervising Principal (1972)
Stanley E. Butcher, A.B., M.A. (1949)	Asst. Principal & Social Studies
Raymond E. Anderson, B.S., M.Ed. (1961)	Mathematics
Virginia K. Brogna, A.B. (1975)	Mathematics
Mary A. Cann, B.S., M.Ed. (1970)	Learning Resource Specialist
William R. Carne, B.S., M.Ed. (1966)	Science Dept. Head
John R. Copithorne, B.A., M.Ed. (1946)	Science
William D. Cowles, B.S., M.Ed. (1965)	Mathematics Dept. Head
Kathleen A. Forbush, B.S. (1973)	Physical Education
Donald G. Green, B.M. (1958)	Music
Lois W. Harkless, B.S. (1970)	Art
Peter C. Hichborn, B.S.B.A. (1968)	English
Joan A. Hunnefeld, B.A., M.Ed. (1961)	Spec. Ed. Resource Room

Katherine S. Jacobitz, B.S. (1973)	Science
Janice C. Jonas, B.A. (1973)	English
Ellen R. Jordan, B.S. (1974)	Social Studies
Helen R. Knight, B.S.E., Ed.M. (1946)	English Dept. Head
Alice A. Lovely, B.S., M.S. (1950)	Home Economics
Wilburt G. MacGregor, B.A., M.A.T. (1961)	Social Studies
James D. McCann, B.S., M.Ed., M.A.T. (1963)	Social Studies Dept. Head
John T. McHugh, B.A. (1970)	Social Studies
Donald E. Meroth, B.S. (1967)	Physical Education
Nancy C. Merritt, B.S., M.A. (1975)	Mathematics
Edward J. O'Gorman, B.S. (1957)	Industrial Arts
Priscilla B. Perry, A.B., Ed.M. (1957)	French
Jean B. Putney, B.S. (1964)	Home Economics
Robert M. Quinn, B.S., M.Ed. (1969)	Guidance
Francis R. Sateriale, B.S. (1973)	Science
Michael J. Tierney, B.A. (1967)	Industrial Arts
Francis S. Tyburc, B.S.Ed. (1972)	Social Studies
Thais E. Waldron, B.S. (1961) (1964)	French/English
Patricia J. White, B.A. (1971)	Reading
Patricia A. Zona, B.S. (1975)	English

Alice M. Barrows School

Charles N. Papandreou, A.B., M.Ed. (1960)	Supervising Principal (1973)
Jean W. Bennett, Salem State (1955)	Asst. Principal & Grade 5
Judith A. Angus, B.S. (1962)	Grade 4
Marcia C. Brown, B.S. (1971)	Grade 5
Priscilla A. Cancellieri, A.B. (1975)	Grade 2
Laurence J. Conn, B.A. (1975)	Grade 4
Susan M. Connolly, B.A. (1975)	Spec. Ed. Resource Room
Thomas F. Hoffrage, B.S. (1974)	Grade 6
Mary C. Hynes, B.S. (1974)	T.M.R.
Nancy P. Jolly, B.S. (1971)	Physical Education
Joan-Anne Marshall, B.S. (1968)	Grade 3
Sharon A. Patterson, B.S. (1975)	Kindergarten
Nancy G. Powell, B.S., M.Ed. (1970)	Reading
Jane N. Rosa, B.A., B.S. (1972)	Music
Eileen B. Shine, B.A., M.A. (1973)	Grade 2
Rosanne D. Waldron, B.S. (1968)	Grade 5
Virginia H. Walters, B.S. (1967)	Grade 3
Miriam C. Wiltman, B.S., M.Ed. (1973)	Grade 1
Eileen A. Woods, B.A. (1975)	Grade 6
Efrosine A. Yeannakopoulos, B.S., M.S. (1974)	Grade 6

Birch Meadow School

Dennis F. Murphy, B.S., Ed.M (1953)	Supervising Principal (1960)
Ronald L. Wood, B.S., M.Ed. (1960)	Asst. Principal & Grade 5
Joseph R. Allosso, B.S. (1968)	Physical Education

Elaine Andruchow, B.A. (1974)	Grade 1
Irene C. Bourne, B.S. (1974)	Grade 2
Dana H. Budowsky, A.B., M.L.S. (1974)	Learning Resource Specialist
Janice G. Feagley, B.S., M.Ed. (1970)	Grade 3
Diana C. Kelley, B.S. (1966) (1972)	Grade 5
Roberta A. Marino, B.A. (1973)	Grade 1
Kaye S. Michelini, B.A. (1970)	Grade 5
Elaine H. Morgan, B.S. (1974)	Kindergarten
Nathalie J. Palmunen, B.S. (1975)	Spec. Ed. Resource Room
Robert A. Penta, B.S. (1974)	Grade 4
Marie A. Riley, B.S., M.Ed. (1975)	Speech/Language
Gloria S. Rosenthal, B.S. (1949) (1955) (1967)	Grade 6
Paula R. Santoro, B.S. (1974)	Kindergarten
Sandra A. Schifano, B.S. (1974)	Grade 3
Louise Spracklin, B.S., Ed.M. (1957)	Reading
Carol J. Tarpin, B.S. (1972)	Grade 2
Eleanor C. Wall, B.A. (1971)	Grade 4
Carol Ann Wertheim, B.A., Ed.M (1966)	Grade 6
Paul E. Zalubas, B.S., Ed.M., C.A.G.S. (1966)	Grade 6
Deborah D. Zitola, B.S., M.Ed. (1971)	Grade 1

Joshua Eaton School

Donald B. Farnham, B.S., Ed.M., C.A.G.S. (1955)	Supervising Principal (1964)
Vincent J. Blandini, B.Ed. (1964)	Asst. Principal & Grade 6
Rebecca H. Alexander, B.A., M.Ed. (1962)	Spec. Ed. Resource Room
Leslie W. Bodine, B.A., M.L.S. (1975)	Learning Resource Specialist
Ruth H. Bowers, B.A. (1974)	Music
June C. Connor, B.A. (1973)	Grade 4
Shirley J. Crompton, B.S., M.Ed. (1955)	Grade 4
David J. Dolan, A.B. (1970)	Grade 6
Carol O. Everson, B.S., M.Ed. (1966)	Grade 5
Mary R. Fuller, B.A., M.Ed. (1970)	Grade 6
Janis E. Gerety, B.S. (1973)	Grade 2
Linda M. Guerrette, B.S. (1973)	Grade 2
Kathleen A. Hahn, B.S. (1973)	Grade 5
Elizabeth B. Klaiman, A.B., M.Ed. (1964)	Reading
Mary L. Leary, B.S. (1961)	Grade 1
Carol A. Livingston, B.S. (1973)	Grade 3
Rosemary C. McKenna, B.S. (1973)	Physical Education
Susan J. Noch, B.S. (1975)	Kindergarten
Genevieve B. Norcott, A.B. (1970)	Grade 1
Doris A. Parry, B.A., M.S. (1973)	Grade 2
Maureen E. Rea, B.S. (1969)	Grade 3
Christine C. Redford, B.S., M.Ed. (1972)	Grade 5
Marion E. Saylor, A.B., M.Ed. (1960)	Grade 4
Ina M. Segal, B.S. (1967) (1973)	Grade 3

Highland School

Elizabeth A. Twomey, A.B., M.Ed. (1973)	Supervising Principal (1975)
Linda J. Anderson, B.A. (1970)	Asst. Principal (1975) & Grade 5
Frances F. Akell, B.S., Ed.M. (1958)	Reading
John T. Babine, B.A. (1973)	Grade 5/6
Claire M. Bitinas, B.S. (1968)	Grade 2
Anne L. Creeden, B.A. (1975)	Grade 2
Pauline Cynkus, B.S. (1975)	Spec. Ed. Resource Room
Richard H. Downes, B.S. (1973)	Grade 4
Gertrude B. Drozek, Salem Teachers (1964)	Grade 1
Harold B. Elder, B.S. (1972)	Grade 4
Susan C. Englund, B.A. (1975)	Grade 1
Barbara E. Leslie, B.S. (1971)	Grade 3
Barbara A. Lubotsky, B.S. (1972)	Grade 6
Barbara J. McLean, B.S. (1974)	Learning Resource Specialist
Irene Montigny, B.A. (1955)	Grade 6
Dorothy R. Payzant, B.L.I. (1953)	Kindergarten
Christine B. Price, B.A., M.A.T. (1973)	Grade 3
Peter H. Teloian, B.S., M.Ed. (1964)	Guidance/Psychologist

J. Warren Killam School

John F. Morabito, B.S., M.A. (1954)	Supervising Principal (1959)
Joseph M. Buckley, Jr., B.S. (1970)	Asst. Principal (1975) & Grade 4
Gail M. Amiralian, B.S. (1972)	Grade 5/6
Susan J. Andrews, B.A. (1974)	Grade 3/4
Linda A. Augello, B.A. (1973)	Grade 5/6
Sandra J. Buswell-Charkow, B.S., M.Ed. (1974)	Primary Transitional
Marian K. Carlyle, B.S. (1972)	Kindergarten
Joan L. Ciampa, B.S. (1964) (1969) (1975)	Grade 3/4
Ruth A. Clark, B.A. (1973)	Grade 1
Virginia A. Collins, B.S., M.Ed. (1971)	Grade 5
Anne F. Coneeney, B.S., M.Ed. (1963)	Grade 2
Kathleen Connolly, B.S. (1974)	Grade 5/6
Marcia L. Cook, B.S. (1974)	Grade 2
Carole A. Davis, B.A. (1969) (1975)	Elementary Art
Sharon I. Dugan, B.S. (1973)	Grade 1
Nancy L. Dugmore, B.S., M.Ed. (1969)	Grade 1
Jill D. Habalow, B.S., Ed.M. (1974)	Speech & Language
Carol M. Hale, B.A. (1973)	Grade 3/4
Kathleen A. Hardin, B.A., M.Ed. (1975)	Emotionally Disturbed
Pamela K. Higgins, B.A., M.Ed. (1975)	EMR Class
Elaine C. Hondorf, B.A., M.S. (1971)	Learning Resource Specialist
Diana M. Kasarjian, B.S. (1969)	Grade 3/4
John H. Kelliher, B.S. (1971)	Grade 5/6
Marie E. Lopinto, A.B., M.A. (1975)	Guidance/Psychologist
Jean M. Maloney, B.S., M.Ed. (1970)	Reading
Dorn F. Mar, B.A., M.Ed. (1970)	Grade 5/6

Ellen E. Messing, B.A., M.A. (1971)	Class for the Deaf
Elise O'Brien, B.S., M.S. (1969)	Elementary Physical Education
Rosemary Palmer, B.Ed. (1974)	Grade 2
Marthanne Pressey, B.S. (1975)	Spec. Ed. Resource Room
Stanley J. Quinlan, B.S., M.Ed. (1975)	Grade 3/4
Donna M. Ryan, B.S. (1968)	Kindergarten
Priscilla H. Smalzel, B.A. (1973)	Grade 3/4
Helen M. Thebideau, B.S. (1955)	Elementary Art
Judith G. Upham, B.S. (1969)	Grade 3/4
Ronnie G. Ventura, B.A., M.Ed. (1973)	Guidance/Psychologist
Susan Y. Wheltle, A.B. (1971)	Elementary Art

Lowell Street School

Elizabeth A. Twomey	Supervising Principal
Dorothy Conron, B.S. (1953)	Building Principal & Grade 2
Kathleen A. Doiron, B.S. (1973)	Grade 1
Claire L. Flynn, A.B., M.Ed. (1969)	Grade 3
Pamela P. Hadden, B.S. (1971)	Grade 4

Pearl Street School

Paul A. Guerrette, B.S., M.Ed. (1965)	Supervising Principal (1968)
Donald L. Welford, B.S., Ed.M. (1970)	Asst. Principal & Grade 5
Ann L. Adams, B.S. (1961)	Grade 3
Jane E. Barry, B.S. (1963)	Grade 5
Mary E. Boghossian, B.S. (1956)	Grade 2
Marguerite S. Brisbois, A.B. (1966) (1968)	Grade 2
Gail D. Broussard, B.A. (1975)	Kindergarten
Jane G. Clancy, A.B., M.Ed. (1957) (1967)	Grade 6
Bernard F. Creeden, B.A. (1973)	Grade 1
Maya C. Das, B.A., M.Ed. (1960)	Grade 4
Martha B. Forgiano, B.S., M.Ed. (1975)	Spec. Ed. Resource Room
Linda J. Higgins, B.S., M.Ed. (1974)	Grade 1
Janet M. Hogan, B.S. (1970)	Grade 3
Nancy B. Hoover, B.A., M.S. (1975)	Learning Resource Specialist
Jean E. Jacob, B.Ed. (1955)	Grade 4
Susan M. Keating, B.S. (1974)	Grade 1
Shari M. Kutner, B.A., M.S. (1975)	Speech & Language
Rhoda M. Marotta, B.S. (1975)	Grade 2
Beverly T. Mattatall, B.S. (1974)	Kindergarten
Ann M. Robleski, B.A. (1968)	Grade 6
Bonnie B. Sher, B.S. (1974)	Grade 3
Susan L. Thomas, B.M. (1975)	Music
Jean E. Weatherbee, B.S. (1972)	Grade 5
Harriet L. White, B.A., M.Ed. (1973)	Grade 6
Deborah C. Witherell, A.B., M.Ed. (1971)	Reading

Prospect Street School

Charles N. Papandreou	Supervising Principal (1973)
Elaine S. Petersen, B.S. (1973)	Bldg. Principal (1975) & Grade 4
Mary A. Boyle, B.A. (1966)	Grade 1
M. Gaynell Knowlton, B.A. (1972)	Grade 2
Pamela A. Rygiel, B.A. (1974)	Grade 3

Woburn Street School

Herbert Baron, B.S., Ed.M. (1955)	Supervising Principal (1970)
James J. Dumas, B.S., Ed.M. (1970)	Asst. Principal & Grade 6
June S. Brown, B.S. (1969)	Grade 3
Richard N. Crump, B.S., Ed.M. (1964)	Elementary Guidance
Michael H. DeLong, B.S. (1973)	Grade 5
Michaelene M. Gaffney, B.A., M.A. (1970)	Grade 6
Paul D. Graveline, B.A., Ed.M. (1970)	Reading
Lynn D. Holbein, B.A., M.A. (1974)	Grade 5
Sally J. Mucica, B.S. (1973)	Grade 3
Lois R. Murphy, B.S. (1959) (1969)	Kindergarten
Barbara A. Murphy, B.S. (1973)	Grade 4
Shirley M. Osborne, B.A. (1971)	Grade 2
Adele M. Pekins, B.S. (1971)	Grade 5
Susan M. Rettberg, B.A. (1973)	Grade 6
Sheila O. Richardson, B.S. (1974)	Spec. Ed. Resource Room
Barbara J. Seaward, B.S. (1972)	Grade 2
Ruth A. Stanieich, B.S. (1974)	Grade 1
Nancy M. Sumner, B.S. (1974)	Grade 1
William G. Webb, B.Ed., D.M.Ed. (1964)	Grade 4
Barry R. Wright, B.S. (1972)	Grade 1

READING MEMORIAL HIGH SCHOOL

COMMENCEMENT EXERCISES

June 8, 1975

PROGRAM

PROCESSIONAL — High School Band

PLEDGE OF ALLEGIANCE TO THE FLAG
Led by Class President James Donovan

STAR SPANGLED BANNER — Key-Smith
Audience, Senior Class, and Band

PRAYER — The Reverend P. Reidar Lindland

SALUTATORY — **The Open Door** — Lisa Boyd

REMARKS by METCO Student — Adreenne Law

REMARKS by Foreign Exchange Students — Eleonora Costal, Nicola Cottier

VALEDICTORY — **Memories** — David Biette

SCHOLASTIC HONORS
Announced by Mr. Ara A. Karakashian, Principal, and
presented by Mr. Frank A. Smith, Jr., School Committee Member

CONFERRING OF DIPLOMAS
Dr. Robert S. Wells, Superintendent of Schools and
Mr. Louis Martinage, Chairman of the School Committee

BENEDICTION — The Reverend P. Reidar Lindland

RECESSIONAL — High School Band

CANDIDATES

Sheila Jean Adams
William J. Ahearn
Lisa Marie Angelini
Joan E. Angelo
Michele M. Angelo
Richard O. Armstrong
Diane E. Arsenault
Michele Arsenault
Cheryl Ann Arthur
June Asmussen
Jean Marie Austin
Charles J. Avola
Paula B. Bahia
Lori Balestrier
Cheryl Ann Ballou
Roy Andrew Barnes
† Anne Elizabeth Barrett
Gayle F. Basso
Carolyn Diane Bellengi
Linda L. Belmonte
Lynn Bennett
Terri Lynne Bennett
Beth Ann Bens
Robert P. Berg
•• Peter J. Bernard
•• David N. Biette
•• Norman W. Black
Edward Thomas Blaine
Joanne H. Blake
Bruce Edward Blamire
•• Deborah J. Blood
Russell Philip Bosbach
Cynthia Jane Bosnian
Catherine J. Boucher
James Thomas Boviard III
•• Lisa Joan Boyd
Steven Joseph Bramante
Timothy F. Brennan
Daniel E. Brown
Donna W. Brown
Nanci Brownlow
Joan A. Brush
Jennifer Anne Bryans
Norman Brzycki
Debra Lee Buckley
Christine Burke
Elaine Burnham
Rob C. Burt
Paul Joan Cafazzo
Jill M. Cagnina
Joanna M. Caiazza
Rosemary C. Caiazza
Robert S. Cairl
• Donna-Jeanne Caliri
Mark Edward Callahan
Thomas Callahan
Kathleen Marie Campbell
Michele Mary Carlin
Kurt Kenneth Francis Carlson
Gary B. Carr
Lisa Jeanne Carter
Richard Mark Carter
Karen Anne Celehar
Natalie Sue Chamberlain
Scott L. Chandler
Karen E. Chapman
Donna M. Chester
Joseph N. Christofi, Jr.
Jill Beth Coleman
Christopher M. Colford
Patricia Collins
Janet Lynne Conlan
Steven B. Conner
Michael E. Connors
Alan Converse
Susan A. Coppinger
Janine Corsano
Eleonora de Menezes Costal
William F. Cotreau
Nicola S. Cottier
Mary Ann Cox
Kathleen Cross
•• Dianna Crowley
Michael W. Crowley
Pamela Gale Cunningham
•• Barbara Currier
Mark Rolland Curtis
Denise Curto
•• Christopher Cutelis
Roberta D'Ambrosio
Eileen T. D'Arcy
Melanie R. Darling
Janet Anne Davidson
John W. Davis
Wendy Dawson
Stephen William De Ferrari
Carol A. DeFuria
•• Dawn Dentali
William C. DeSisto
Daniel Kevin Desmond
Anne Patrice DeWolfe
Linda Ann DiBiase
Patricia Dimond
James F. DiVito
Paul Kevin Dodge
Robert Charles Dolber
•• Lisa Beverly Donaghey
James F. Donovan

• Upper ten percent
•• National Honor Society
† Completed four years' work in three.

CANDIDATES

Steven W. Donovan
David L. Dooley
** Christopher H. Doucette
Karen P. Doucette
Steven W. Doughty
Elaine Driscoll
Barbara A. Druid
David C. Duclos
* Brian Duffy
** Cynthia R. Dugan
Jeffrey N. Durham
Thomas E. Dwyer
Richard M. Edson
Sandra M. Ellis
Janice Lee Emanuelson
Michael F. Emero
Bradley S. Emerson
Belinda M. Englund
Judith E. Everett
David Brooks Fairchild
Janet L. Fairchild
Susan M. Faloney
** Mark Feeney
Martin J. Feid
Therese M. Finnegan
Lyne Marie Fitzgerald
Lawrence Edward Fitzpatrick
** Nancy E. Flagg
Anne M. Flaherty
John W. Flaherty
James E. Flanagan
** Kathleen Foley
Robert T. Foley
** Lauren Foohey
Bradley J. Fox
Lynne A. Fulgoni
William H. Fuller, Jr.
Debra Lee Gadbois
Carol Jeanne Gard
** Sharon M. Gardner
Stephen Walter Garey
Anna Marie Gazzara
** Theresa A. Gazzara
Christine Marie Gent
Linda Georgopoulos
Karen Giannelli
Linda J. Gildea
Gerard F. Gillespie
Kathrine Eileen Gilligan
Richard S. Goddard
David M. Goodhue, Jr.
Kathleen Alice Goulet
Debra Beverly Govostes
Linda A. Govostes
Lucy A. Grant
Cynthia Grasso
Janet E. Gray
Linda J. Gray
Joan M. Guarino
Martha E. Gugger
Peter O. Gunnulfsen
Janet Gustafson
** Karen Ann Habel
Peter W. Hagen
Richard S. Hagen
** Linda Haigh
Lauren E. Hall
Merilee Anne Halpin
Johann Patricia Harriet
Kenneth A. Harris
Virginia M. Hebert
Peter F. Hendrick
Heather Ann Hersee
Jane L. Hewitt
Valarie Hickman
James Hicks
Patricia K. Hill
John T. Hindes
Stephen J. Hingston
Kenneth S. Hollingsworth
Mark Paul Horan
Jeffrey W. Horn
Steven J. Horn
Cheri Howse
Susan J. Hoyle
Herbert H. Hoyt
Judith Ruth Hunt
Thomas Stephan Hunt
** Erwin L. Hunter
David E. Hurley
Paula J. Hurley
Roberta Lynn Hyslip
Steven L. Iacopucci
Michael F. Iannelli
Glenn R. Jewell
David W. Johnson
Thomas A. Jones
** Jo Ann Kagan
Julie B. Kaine
Mark Francis Kasperovich
Mary L. Keaton
Mark Kelly
Mary Jane Kelly
Peter Kevin Kelly

† Completed four years' work in three.
* Upper ten percent
** National Honor Society

CANDIDATES

** Patricia Ann Kennedy
Maureen Ann Kiley
David Michael King
Kenneth R. King
Mark F. Kirby
Janet M. Kleponis
Steven Carter Knapp
** Barry Joel Knox
Mary Carol Kudaroski
Karen Elizabeth Kullck
Mark Richard Kurkjian
David Samuel Lake, Jr.
Cherylann Landis
Karen M. Langone
Kevin V. Larocco
Steven A. Larson
Marguerite Ann Laurentl
Adreenne Lavern Law
David Eric Leavitt
Donna J. LeBlanc
William K. Leder
Marc Stephen Lemieux
Cheryl Ann Lento
Judeth Marie Leonard
David S. Levy
Gregory M. Lindland
** Anne Marie Locke
Edwin J. Loschi
Cynthia Lovell
Thomas Richard Lynch
Robert Geary MacKilligan
Tracey C. MacPherson
William H. Maddock, Jr.
Katherine Ann Mafera
Barbara Elizabeth Maher
Kimberly A. Maher
Mark P. Mahoney
Stephen James Mallon
Deborah Ann Maloney
David Gregory Malphrus
George A. Manghis
Steven D. Mantia
Carl Mark Marchio
John Philip Marshall
Teresa Mazur
Regina Margaret McAuley
Thomas M. McCarron
William P. McCarron
Thomas E. McCarthy
Sharon Julie McCauley
Diane Rita McConchie
Christopher McConnell
Joyce Louise McFadden
Denise Mary McGarity
Deborah McGonagle
Scott W. McGrath
Janet Ann McKee
Thomas McKinley
Robert J. McLaughlin
Tracey A. McMahan
Richard G. McManus
** Carole McMillan
Daniel J. Melanson
Elizabeth Merullo
Brenda Marie Meuse
** Paul Christopher Meuse
Susan Miesfeldt
Robert S. Miller
Thomas G. Miller
Theo J. Mitropoulos
William Monahan
** Sally L. Moran
Stephen Alan Moriarty
Mary Ellen Morris
** Jane Bates Moss
William M. Mossman
Thomas A. Muise
Patricia A. Muise
Eleanor Anne Mullaney
Diane M. Murphy
Michael M. Murphy
Gerald D. Neumann
David B. Nichols
Mark Powell Nichols
Stewart Allen Nichols
Patricia Mary Nickerson
** Susan Lee Nickerson
Jennifer Nola
Laurie Nola
Carol Ann Noyes
Amy Jeanine Oberg
Maureen R. O'Brien
** Mary Ann O'Hearn
** Geoffrey Douglas Oliver
Debra Ann Olszewski
Michael Anthony Oppedisano
John Paul Pacino
Virginia Ruth Palace
Barbara L. Peddle
Stephen J. Perna
Stephen J. Pessiris
Bradford Don Peters
Jeffrey A. Pierce
Robert Pietrantonio

† Completed four years' work in three.
* Upper ten percent
** National Honor Society

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** Susan L. Pilla
Meredith A. Poehler
Elizabeth L. Pohl
Donna Jeanne Polimeno
Anna E. Pratt
Joseph C. Prizio
Teresa L. Puopolo
Lee Ann Racine
** William Warren Reed
** Nancy Lane Reilly
Constantino Ricci
Allan M. Rice
** Donald K. Rice
James B. Rich, Jr.
John J. Richard III
** Jonathan M. Richardson
Maryann S. Rienzo
Wendy Rikeman
Joseph B. Risi, Jr.
Barry J. Robbins
Kimberly A. Roberts
Nancy E. Robinson
Lynda Ann Romano
J. Scott Ronco
Cynthia Jane Rosa
Alan C. Rowe
Nancy Lee Rowell
Daniel N. Roy
Michelle Ruff
Geoffrey B. Ruggles
David Alfred J. Russell
Terrance R. Ryan
Robert Paul Saunders
Kenneth A. Saunders
Mark Joseph Sawyer
* Kenneth Joseph Sawyer
Theresa A. Scalesse
Kathleen M. Scott
Joseph P. Serrecchia
Lionel G. Shapiro
Timothy J. Sharkey
Brianne Sheehan
James L. Shiner
Cherylann Shirkoff
William L. Sigsbury
** Dorothy Anne Singleton
James Allen Sloss
** Cheryl Ann Smith
Kimberly M. Smith
Andrea Soracco
Deborah Louise Sorenson
** Denise Ann Spellberg
Mary Elisabeth Spengler
Cheryl L. Spinney
Barbara A. Stark
Steven L. Starkey
Diane B. Stephens
Barbara E. Stevens
Jennifer A. Stewart
Laura Lee Stocker
Beth Lynn Stockwell
Mark W. Stoddart
Janice Caroline Storey
Kevin Storti
Kevin D. Stowell
Thomas Strandberg
Mark Walter Strobel
Bonnie J. Strong
Mark W. Sullivan
Pamela E. Sullivan
Barbara A. Sumberg
Melinda Syer
Linda C. Tallent
Stephen C. Teague
Leslie Anne Kristine Thompsen
Tina Lynn Toland
Anthony N. Torra
Robert K. Toye
Diane C. Tucker
Sandra Jeanne Turner
John J. Upton, Jr.
Lisa M. Valido
JoAnn Varney
Karen M. Vatcher
** Jana L. Walker
Daniel M. Walsh
Maureen Ellen Walsh
Elaine E. Ward
Martha Wardwell
Marian Warnick
Patricia Dianne Warren
A. Victoria Watt
William J. Webb
** Karen L. Webster
Steven D. Westra
Julia Westwater
Dianna Ruth Wexler
John K. Whalen
** Charlene Lorraine Wheaton
Glen S. White

CANDIDATES

Linda B. White
Paul Christian White
** Priscilla N. White
Cheryl A. Whitney
Cynthia A. Williams
James O. Wilson, Jr.
John T. Winsor
Christine Woodruff
Claudette C. Zanni
David M. Zanni

† Completed four years' work in three.
* Upper ten percent
** National Honor Society

EIGHTY-FIRST

ANNUAL REPORT

of

THE MUNICIPAL LIGHT BOARD

for the year ending

DECEMBER 31, 1975

GENERAL STATISTICS OF
READING MUNICIPAL LIGHT DEPARTMENT
A TEN YEAR COMPARISON

SYSTEM OUTPUT	1965	1975
Energy Purchased Kilowatt Hours	155,456,936	341,928,877
Cost per Kilowatt Hour Purchased	1.2892c	3,0005c
System Peak Kilowatt Load	36,384	70,800
KILOWATT HOURS SOLD		
Residence	64,369,312	117,969,176
Industrial and Commercial	76,590,387	195,171,888
Other	2,901,794	4,186,022
Total	143,861,493	317,327,086
NUMBER OF CUSTOMERS		
Residence	14,331	17,462
Industrial and Commercial	1,060	1,459
Other	120	107
Total	15,511	19,028
OPERATING REVENUE		
Residence	$1,808,352.	$ 5,258,437.
Industrial & Commercial	1,532,892.	7,735,633.
Other	102,044.	258,518.
Total	$3,443,288.	$13,252,588.
AVERAGE REVENUE PER KWH		
Residence	2.8093c	4.4575c
Industrial and Commercial	2.0014c	3.9635c
Other	3.5166c	6.1758c
Average Revenue All KWH	2.3935c	4.1763c

MUNICIPAL LIGHT BOARD

John H. Crooker	Term Expires 1978
Frank C. Graupner	Term Expires 1977
Donald C. Mitchell	Term Expires 1976

Norbert D. Rhinerson
General Manager

25 Haven Street
Reading, Massachusetts

MANAGER'S REPORT

To: The Municipal Light Board

Gentlemen:

Respectfully submitted is the eighty-first report of the Municipal Light Department.

Effective January 1, 1975 the surcharge on our customer's bills was increased from 26 to 32% due to the Boston Edison Wholesale rate increase of December 15, 1974. As this wholesale rate established a higher efficiency in Edison's generating and transmission system, the fuel adjustment was reduced. As a result, the average increase in our rates was only 1.5%.

At the time the 32% surcharge was filed with the Massachusetts Department of Public Utilities, we added a 1½% late charge to all non-residential customers. This charge was designed to encourage these customers to speed up their bill payments. These charges will also off-set some of our collection expenses during the year.

Early in April the Light Board determined for several reasons, such as reduced labor costs, customer conservation, system improvements and a general reduction in operating expenses, that electric rates exclusive of fuel adjustments, could be reduced to the level in effect prior to March 1, 1974. This meant an annual reduction in rates of $750,000. of which, $560,000. was for the balance of 1975. The new rates were effective on May 1, 1975. Any surcharges over 26% collected since January 1, 1975 were refunded.

On August 4, the Federal Power Commission (FPC) made a final ruling on the Boston Edison S-1 Wholesale Rate Case. The FPC ordered

Boston Edison Company to develop a Revised S-1 rate to conform with their ruling and from those rates determine the refund due Reading, plus interest. Both Edison and Reading, along with the other municipal utilities involved, appealed the FPC decision to the United States Court of Appeals in the District of Columbia. Edison claimed that the decision was too much in our favor and we claimed it was too favorable to Edison.

Edison also asked both the FPC and the Court of Appeals to delay any refund until the Appeals Court ruled on the case but they were refused in both. On October 31, we received a check from Edison for $559,376.

Work commenced immediately to develop refunds to our retail customers which would be exactly proportional to surcharges paid to us during 1970 and 1971. All surcharges collected in 1972 were refunded in September and October of that year.

Our Office Manager and his staff developed methods by which the refund amounts were determined. As all the surcharge collections during 1970 and 1971 were recorded on 80 column cards, and our IBM in-house leased computer can read only 96 column cards, we were able to use the Peabody School Department computer to read our cards. We want to express our thanks to the City of Peabody for their cooperation.

55.2% of the actual surcharges collected were refunded to customers still at the same location in December and will be completed in January, 1976. Customers who have since moved, will be mailed refund checks if the refund exceeds $1.00. All refunds were first applied to any unpaid balances.

At year end there still was the matter of the appeal by Edison but it was felt that our case was solid enough to justify proceeding with the refunds. Statements had been made from 1970 on, that refunds forthcoming from Edison would be credited back to our customers in direct proportion to surcharges paid, so this was the first evidence to our customers of any wholesale rate case success.

We are hopeful that further successes will be had in the 1973 and 1974 rate cases as well.

We are awaiting the decision of the FPC Administrative Law Judge on the Boston Edison S-2 Wholesale Rate. That rate became effective on January 1, 1973.

Some hearings were held before the FPC Administrative Law Judge on the Edison Wholesale Rate increase dated December 15, 1975. These hearings are continuing.

Edison filed yet another rate increase with the FPC on August 27, 1975 to be effective September 27, 1975. The filing, which would have increased Reading's purchased power costs by 8%, was rejected by the FPC because Edison used data, not in conformance with their filing requirements. We would expect Edison to refile before the end of January 1976. This delay constitutes a substantial savings for our customers.

We made preparations to file a new retail rate schedules with the Department of Public Utilities on October 1, 1975, but it will not be necessary to do that until early in 1976.

Our Department has continued to participate in the activities of the Massachusetts Municipal Wholesale Electric Company (MMWEC) during the year in their own generating plant at Ludlow, Massachusetts, adjacent to the Westover Air Force Base. We have also indicated interest in joint ownership of nuclear generating plants in Maine, Massachusetts and Rhode Island being constructed by investor owned electric utilities. Under Chapter 164A, adopted by Town Meeting on October 21, 1974, revenue bond issues would have been requested of Town Meeting to finance our ownership interests in each of these generating plants.

As of December 17, 1975, when Governor Dukakis signed the Power Authority Bill, our participation in MMWEC is changed. MMWEC can now become a public power authority and do its own financing. With Town Meeting approval, we can join the new MMWEC and contract with them for power supply as we can with an investor-owned company. The savings to our customers in the costs of electricity will be the same as under the previous arrangement.

Negotiations on the method by which we buy power from Boston Edison were underway during most of 1975. We are readying ourselves for the day when we can contract with many utilities and specific generating plants for power supply in order to get the right combination of power (called mix) therefore minimizing the cost.

We are trying to develop a mutually satisfactory contract demand rate from Edison which would also include arrangements with them for transmission of power from other plants or systems over Edison's transmission system. All of this fits in with our MMWEC participation.

I am personally pleased to have been allowed to serve on the Executive Board of MMWEC since its inception and hope to serve on the new MMWEC Board, comprised of nine directors, two of whom will be named by the Governor.

In mid-April an agreement was concluded with the Town of North Reading which would make equitable with Wilmington and Lynnfield, our voluntary property tax payments. As a result of this settlement, the Operating Tax Reserve account was discontinued and 50% of that fund in the amount of $169,134.86 was turned over to the Town of Reading

Later in the year, 50% of the interest earned on this special reserve in the amount of $42,664.47 was disbursed to the Town of Reading. It will be well to record that Chairman John Crooker was singularly instrumental in obtaining this settlement with North Reading. Voluntary payments are now being made to North Reading as well as Wilmington and Lynnfield on a regular basis. Our relationship with the other towns is now on a firmer basis than ever before.

The fuel adjustment charge on our bills now represents the entire cost of fuel to generate the electricity we sell. Until 1974 it was not a significant part of the bill even though it was a sore point with many customers. It now has become nearly 50% of the total bill.

Through 1972 and 1973 the total cost of fuel did not exceed $0.70 per 100 kwh but in 1975 the fuel adjustment fluctuated from $1.55 to $2.00 per 100 kwh of use. The fluctuation during 1975 represented the all on-off-and reduced operations of Boston Edison's Pilgrim Nuclear Generating Plant at Plymouth, Mass.

The only way for the fuel adjustment to be substantially reduced in the future, is for Reading to have a total nuclear source for its base load or continuous power requirements. To intermediate or peaking generating requirements will have to be met with oil or coal until new technologies are developed. Future nuclear fuel is expected to triple in cost, but should still be less than 50% of present day oil costs.

Operating highlights for 1975 are presented here, followed by financial summaries and statements.

PEAK LOAD: 70,800 KVA — Increased 10.3%

The peak system load was recorded on August 1 from 1:00 to 2:00 p.m. The 70,800 kVa is lower than that experienced on Sept. 4, 1973 of 78,320 kVa, however, because of system power factor improvements since 1973, the system demand in 1975 was higher than the kilowatt demand in 1973 (70,800 to 68,800).

PURCHASED POWER: 341,928,877 Kilowatt Hours — Increased 3.49%

This amount of purchased power exceeds 1974 by 3.49% and the previous high in 1973 by 2.5%.

ENERGY SALES: 317,327,086 Kilowatt Hours — Increased 3.7%

Energy sales increased 11,315,197 kilowatt hours over 1974 but were still lower than 1973 by 238,493 kilowatt hours.

OPERATING REVENUE: $13,252,589. — Increased by 1.16%

As energy sales increased by 3.7%, the average cost of electricity to our customers was 2.5% lower in 1975 than in 1974.

TOTAL EXPENSES: $12,380,945.24 — Increased 1.82%

CUSTOMERS: 19,028 — Increased 1.79%

334 new customers were added during the year.

PAYMENT TO TOWN: $683,750.83 — Increased 178%

$211,799.33 of this amount is represented by the tax settlement with North Reading.

TOTAL COST OF PLANT AND GENERAL EQUIPMENT: $12,835,957.02

Gross additions to plant during 1975 were $499,028.81 and plant retirements amounted to $56,700.46 leaving net plant additions of $442,328.35. This compares to $570,463.65 net plant additions in 1974.

The plant additions during 1975 were for distribution facilities and $18,207. for the purchase of a ladder truck for the Troubleman.

CONSTRUCTION HIGHLIGHTS

Main Street, North Reading from Park Street to the Andover Town Line was converted from 5 kV to 15 kV. This project transferred approximately 1000 kVa combined total load from the Park Circuit and Sanatorium Circuit to Feeder 152NR.

Service was extended to the New Masonic Temple on Haven Street, Reading. New 35 foot class 3 poles were set on Woburn and Linden Streets and 1250 circuit feet of 1/O AWG compressed aluminum spacer cable was installed along with 120 circuit feet of 1/O AWG aluminum 15 kV underground cable and a new 3 phase 112.5 kVa 15 kV pad mount transformer.

Seventy-five percent of the existing pole line on Industrail Way, Wilmington has been replaced with 50 foot class 2 and 55 foot class 2 poles. These replacements were necessary to prepare for the installation of a new 15kV Feeder with a capacity of 10,000 kVa.

Grove Street, Reading was converted from 5 kV to 15 kV and a new pole line installed due to the road reconstruction by the Town of Reading. 18 new 40 foot class 2 poles were installed and 1700 feet of #2 AWG copper line wire along with 2750 circuit feet of 3/O AWG parellel lay

aluminum secondary cable was installed. In addition the following transformers were installed: 1—100 kVa step down transformer on Spruce Road, 1—167 kVa step down transformer on Arthur B. Lord Drive, 1—333 kVa step down transformer on Grove Street and 8 distribution transformers. The underground duct system on Grove Street from Manhole 1, Grove St., to pole 2, a distance of 70 feet, was replaced due to the relocation of the riser pole.

The existing 5 kV distribution transformers and underground cable at the Birchmeadow School on Arthur B. Lord Drive, Reading were replaced with a 75 kVa 3 phase 15 kV distribution transformer and 150 circuit feet of #1/O AWG aluminum 15 kV underground cable. This job is part of the Department's conversion program to relieve the existing 5 kV feeders from the Ash Street Station.

The Shawsheen Avenue, Route 129 bridge in Wilmington was relocated which required the installation of 13 new 40 foot, class 2 poles and the replacement of 33 poles. This project included the conversion of this area from 5 kV to 15 kV to relieve the existing 5 kV feeder. 29 transformers were replaced along with the installation of 1800 circuit feet of 336.4 MCM compressed aluminum spacer type cable, 1500 circuit feet of 1/O aluminum line wire and 2800 circuit feet of 3/O AWG aluminum triplex secondary cable. A new 560 amp. 3 phase oil circuit recloser with electronic control was installed on Shawsheen Avenue at the Route 129 bridge to provide overcurrent protection for this area and provide sectionalizing protection for the remaining portion of the 15 kV feeder 1457W from the Gaw Station.

A new 560 amp. 3 phase oil circuit recloser with electronic control was installed on Main Street, Reading at Franklin Street. This unit was installed to provide over current protection on Feeder 152 NR from Franklin Street, Reading to the Andover Town Line and provide more reliability to this feeder from the Gaw Station.

5100 KVAR of Capacitors were installed this year; 300 KVAR on Jacob Way, Reading, Addison Wessley Feeder, 1200 KVAR on Oakland Road, Reading, Feeder 152 NR, 1200 KVAR on Fordham Road, Wilmington, Feeder H—3W, 1800 KVAR on Woburn Street, Wilmington, Feeder 153W, 100 KVAR on Marblehead Street, North Reading Center Feeder, 200 KVAR on Haverhill Street, North Reading Center Feeder, 300 KVAR on Elm Street, North Reading, Chestnut feeder. These units were installed to further improve system power factor, voltage regulation, reduce system losses and increase feeder capacity.

Two 2.5 kV, 100 amp. 4 step voltage regulators were installed to improve voltage conditions on Marblehead Street and on North Street, North Reading.

Two new test instruments were purchased by the Department this year. The relay test set was added to enable the Department's personnel to test relays at the various stations and a 100 kV DC High Voltage test set was added to test cable, station equipment and insulated construction equipment. Both units have been of great assistance during the year.

The replacement for truck #20 was received in 1975. The new vehicle is a 19,000 GVW F500 Ford equipped with a utility body and 28 foot hydraulic ladder unit with aerial basket. It is being used by the Troublemen and is on the road a minimum of sixteen hours a day, seven days a week.

The Department has completed the installation of a sound wall at the Gaw Station on Causeway Road, Reading. This wall was constructed to limit the sound level of the transformers located at this station to be within government standards and so noise from the substation does not disturb the neighbors.

A new pole trailer was added to increase the number of poles the Department will be able to transport to various job sights.

Arbor brackets and arbors were installed on Truck #12 thus enabling the vehicle to carry the necessary cable for underground construction work without the use of reel trailers.

Polyvinyl Chemical Co. on Main Street, Wilmington was converted to 15 kV. This required the Department to excavate 750 feet of trench and install 800 circuit feet of 1/0 AWG aluminum 15 kV direct burial type cable. This project transferred approximately 400 kVa to the 15 kV system.

The entire 5 kV system at Stepan Chemical on Eames Street, Wilmington was reinsulated to 15kV and five new transformer banks installed this year. The project transferred approximately 1500 kVa from the South Wilmington feeder to Feeder 1459W.

Hopkins Street, Wilmington was reconstructed by the Town of Wilmington. The existing primary facilities were transferred to 18 new 35 foot class 3 poles and the area was converted to 15 kV. Four transformers were changed, 1000 feet of 3/O aluminum triplex secondary cable was installed and one 100 kVa step down transformer installed.

Six poles on North Street, North Reading were relocated and changed to 40 foot, class 3 poles. 1000 feet of 3/O aluminum triplex secondary cable was also installed.

A total of 267, 100 watt mercury vapor street lights were installed in Reading to replace existing 189 watt incandescent street lights. The entire Town of Reading will be converted to Mercury Vapor street lighting within the next two years saving approximately 333,000 kwh's of energy per year while at the same time, improving visibility on Reading streets.

J. B. F. Scientific Inc. constructed a new building on Eames Street, Wilmington which required the installation of 112.5 kVa of transformer capacity.

Northland Industrial Truck Company at the North Wilmington Industrial Park on Jonspin Road was completed with the installation of 300 feet of 5" PVC Conduit, 200 circuit feet of 1/0 aluminum 15 kV cable and a 500 kVa three phase pad mount transformer.

A new warehouse building was completed on Progress Avenue, off Industrial Way, Wilmington which required the installation of a 75 kVa 3 Ø conventional pole mount transformer and 100 circuit feet of 1/O aluminum line wire.

Portex, on Industrial Way, Wilmington, installed an additional 750 kVa transformer to handle their building expansion.

Sweetheart Plastics on Burlington Avenue, Wilmington, added a new warehouse and installed an additional 500 kVa three phase pad mount transformer which made it necessary to increase the feeder capacity at the location to 10,000 kVa. The existing 4/O copper, three conductor aerial cable was removed and the service was connected to the existing 336.4 MCM compressed aluminum spacer cable on Burlington Avenue. The 15 kV construction on their property was extended 300 feet and 100 circuit feet of 1/O aluminum 15 kV cable was added for service to the new transformer.

UNDERGROUND SUBDIVISIONS

Corum Meadows, off Salem Street, Wilmington — Five new 100 watt enclosed style mercury vapor street light fixtures were installed on 30' class 7, hollow bored poles, specifically designed for residential underground developments.

Elmwood Village, off Arlene Avenue, Wilmington — Service was extended to six new homes which included 900 feet of 3" PVC conduit. 3000 feet of 4/O aluminum single conductor 600 volt, cross linked polyethylene cable.

Glenn Acres, off Glen Road, Wilmington — Service was extended to three new homes which included 700 feet 3" PVC conduit, 2200 feet of 4/O aluminum single conductor 600 volts cross-linked polyethylene cable.

Juniper Ridge, off Kimarnock Street, Wilmington — Service was extended to eight new homes which included 800 feet of 3" PVC conduit. 2500 feet of 4/O aluminum single conductor 1000 volt cross-linked polyethylene cable, 1000' of 1/O aluminum 15000 volt cable, 1-37.5 kVa transformer and 2 concrete pull holes. Seven new 100 watt street lights on 30' class 7 poles were also installed and energized.

Park Street Estates, off Park Street, Wilmington. Service was extended to twenty new homes with the installation of the following equipment: 9000 feet 3" PVC conduit, 6000 feet 1/O aluminum, 15000 volt cross-linked polyethylene cable, ten concrete pull holes and ten 37.5 kVa padmount transformers.

Wildwood Drive, off Pillings Pond Road, Lynnfield — Service was extended to three new homes consisting of the following: 300' 3" PVC conduit, 1500 feet 4/O 600 volt cross-linked polyethylene secondary cable.

Westover Drive, off Summer Street, Lynnfield — New service was extended to five homes in this development with the installation of the following equipment: 1000 feet of 3" PVC conduit, 3200 feet of 4/O 600 volt aluminum cross-linked polyethylene cable.

North Wilmington Industrial Park, Jospin Rd., off Andover St, Wilmington — Section 3 was started with the addition of one commercial service. The installed transformer capacity in this area is now 162 kVa. The following equipment was installed in 1975 — 600 feet of 1/0 aluminum 15000 volt cable.

Carter Road, Lynnfield — Service was extended to three new homes with the installation of the following equipment — 1000 feet 4/O aluminum 600 volt cable and 300 feet of 3" PVC conduit.

Mohawk Drive off Lowell Street, Lynnfield — This project was started this year with the installation of 2500' of 3" PVC conduit and three precast concrete pullholes and will eventually serve nine customers.

Essex West, off Essex Street, Lynnfield — All underground construction work on this project was done by the Reading Municipal Light Department construction crews or our own contractors. To date this work has included approximately 2000' of trenching with sand backfill, installation of seven precast concrete pullholes, 4500' of 3" PVC conduit, 4 — 37.5 kVa padmount transformers, 2000' of 1/O aluminum 15000 volt primary cable and the completion of one service out of a proposed twenty-three, with the use of 450' of 4/O aluminum 600 volt secondary cable.

Trog Hawley off Charing Cross Road, Lynnfield — This installation is a continuation of the Runneymede subdivision to service two estate lots. To date the installation consists of 1200' of 3" PVC conduit, one precast concrete pull hole 1—37.5 kVa padmount transformer.

Sandspur Lane off Park Street West, North Reading — This project was started this year with the installation of 2000' of 3" PVC conduit, three precast concrete pullholes, 1600' of 1/O aluminum 15000 volt primary cable, 2-37.5 kVa padmount transformers and the completion of one service with the use of 450' of 4/O aluminum 600 volt secondary cable.

Parkwood Estates off Elm Street, North Reading — All primary installations on this project have been completed with the installation of 2000' of 3" PVC conduit, three precast concrete pullholes, two 37.5 kVa padmount transformers and 1600' of 1/O aluminum 15000 volt primary cable. Six services out of a possible fourteen have also been completed with the installation of 1000' of 3" PVC conduit and 3500' of 4/O aluminum 600 volt secondary cable. Four 100 watt street lights on 30', class one center bored poles were also installed and energized in this project.

Pilgim Estates off Southwick Road, North Reading — This project has been completed with the installation of 4000' of 3" PVC conduit, two precast concrete pullholes, 2-37.5 kVa padmount transformers, 1200' of 1/O aluminum 15000 volt primary cable and 3500' of 4/O aluminum 600 volt secondary cable to serve nine homes. Four 100 watt street lights on 30' class 7 center bored poles were also installed and energized in this project.

Tacoma Circle off Park Street, East, North Reading — Preliminary work involving one precast concrete pullhole and 500' of 3" PVC conduit has been completed and no other work will be done until Spring of 1976.

I would like to take this opportunity to publicly recognize the many hours spent during the year by the Light Board, John H. Crooker, Chairman, Frank C. Graupner, Secretary and Donald C. Mitchell, Member, for making the important policy decisions which result in the best service and lowest possible electric rates to our consumers. The Town of Reading benefits greatly from your dedication to this unpaid task. The satisfaction in a job well done is your only compensation.

I wish also to thank the officials of Reading, Lynnfield, North Reading and Wilmington for their cooperation with our Department this year.

Especially important are the employees of the Department for the yeoman job they continue to do. I am extremely pleased with their public spirited efforts during 1975.

In accordance with Section 57, Chapter 164 of the General Laws of the Commonwealth of Massachusetts, I submit my estimate of income and expenses of the plant for the calendar year ending December 31, 1976.

ESTIMATED INCOME AND EXPENSES FOR 1976

INCOME:	
From Consumers	$14,808,352.
From Tax Levy — For Street Lights	80,636.
— For Municipal Buildings	157,500.
From Merchandising and Jobbing	— —
From Miscellaneous Income	20,000.
Total Income	$15,066,488.
EXPENSES:	
Production	$11,729,788.
Transmission	7,000.
Distribution	753,500.
Street Lighting	39,000.
Depreciation	378,800.
General Miscellaneous	862,750.
Interest on Bonds & Notes	27,900.
Bonds & Notes Payable Redeemed	60,000.
Taxes — Outside Towns	216,500.
Uncollectable Operating Revenue	60,000.
Interest on Consumer Deposits	9,000.
Total Expenses	$14,144,238.
Excess of Income over Expenses:	$ 922,250.
KWH Purchases	358,400,000
KWH Sold	333,312,000
KWH for Reading Street Lights	1,900,000
Expenses for KWH Sold	$0.04244
Cost of Reading Street Lights	$80,636.
Appropriation for Reading Street Lights	$80,636.

A summary of Revenue and Expenses, Total Cost of Plant together with the Balance Sheet, the Profit and Loss Account, the Financial Report of the Town of Reading Municipal Light Department's Employees' Pension Trust Fund and the Auditor's Certificate are appended herewith.

Respectfully submitted:

NORBERT D. RHINERSON, General Manager

REPORT OF THE MUNICIPAL LIGHT BOARD

The report of the General Manager as submitted by him with the certificates of the Auditor is hereby approved by the Municipal Light Board and constitutes its report to the Town.

MUNICIPAL LIGHT BOARD

John H. Crooker, Chairman
Frank C. Graupner, Secretary
Donald C. Mitchell

TOTAL COST OF PLANT

As of December 31, 1975

Land — Kenneth E. Gaw Station	$ 139,949.49
226 Ash Street	46,092.23
Garage & Stockroom	1,716.22
25 Haven Street	6,609.46
Wildwood Street, Wilmington	6,726.92
Main Street, Wilmington	700.00
Haverhill Street, North Reading	3,219.19
Main Street, Lynnfield Center	5,000.00
Structures — 226 Ash Street	74,800.11
25 Haven Street	80,456.63
Garage & Stockroom	293,157.33
Kenneth E. Gaw Station	664,092.85
Station Equipment Reading — K.E. Gaw Substation	1,132,505.82
Reading — Ash Street	596,910.98
Lynnfield Center	164,906.78
North Reading	171,170.94
Wilmington — Main Street	118,225.95
Wilmington — Wildwood Street	166,017.20
Poles, Fixtures & Overhead Conductors — Trans.	105,206.53
Underground Conductors — Trans.	1,557.80
Towers & Fixtures — Trans.	67,116.63
Poles, Fixtures & Overhead Conductors — Dist.	3,089,643.45
Underground Conduits — Dist.	873,383.89
Underground Conductors — Dist.	1,239,547.69
Line Transformers	1,389,569.19
Services	579,826.27

Meters	697,412.37
Street Light & Signal Systems	537,660.07
Total Cost of Plant	$12,253,181.99
General Equipment	582,775.03
Total Cost of Plant & General Equipment	$12,835,957.02

Peat, Marwick, Mitchell & Co.

Certified Public Accountants

One Boston Place

Boston, Massachusetts 02108

Municipal Light Board

Town of Reading, Massachusetts:

We have examined the balance sheets of the Municipal Light Department of the Town of Reading as of December 31, 1975 and 1974 and the related statements of earnings and retained earnings and changes in financial position for the years then ended. Our examinattion was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The Municipal Light Department for the past three years has been involved in rate hearings before the Federal Power Commission as described in Note 1 to the financial statements. The final outcome of these hearings is not presently determinable.

The Municipal Light Department depreciates its utility plant in accordance with the General Laws of the Commonwealth of Massachusetts and the regulations of the Department of Public Utilities. Rates utilized are based on financial factors relating to cash flow rather than engineering factors relating to estimates of useful lives. In 1975 and 1974, the Department depreciated its utility plant at the rate of 3% and 5%, respectively. If the Department utilized a 5% rate in 1975, the net earnings for 1975 would have been decreased by approximately $245,000.

The Municipal Light Department, for financial statement purposes, includes the repayments of bond principal as an operating expense. The presentation of bond principal payments in this manner has the effect of reducing the net earnings for 1975 and 1974 by $65,000.

In our opinion, subject to the final outcome of the rate hearings referred to above, and except for the method of providing depreciation expense and the presentation of bond principal payments as an operating expense as described in the preceding paragraphs, such financial statements present fairly the financial position of the Municipal Light Department of the Town of Reading at December 31, 1975 and 1974 and the results of its operations and the changes in its financial position for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis.

PEAT, MARWICK, MITCHELL & CO.

February 11, 1976

Notes to Financial Statements

December 31, 1975 and 1974

[1] Rate Hearings

The Reading Municipal Light Department (the Department) and other interested parties have been involved in hearings before the Federal Power Commission in connection with rate increases initiated by the Boston Edison Company in 1970, 1973 and 1974. The Department purchases all of its electricity from the Boston Edison Company.

The Federal Power Commission allowed the new rates to go into effect subject to refund of any portion of the rate increases found unjustified or unreasonable.

The new rates are being collected by Boston Edison Company from the Department and accordingly there will be no additional liability to the Department. The only issues involved are the amount of refunds, if any, that would be paid to the Department and the level of rates for purchased electricity in the future.

In 1975, the Federal Power Commission reached a decision on the 1970 rate case in favor of the Department and directed Boston Edison Company to refund approximately $559,000. The Department has decided to distribute to its customers the amount of the refund received from Boston Edison Company. At December 31, 1975, approximately $363,000 had been refunded to customers by application to their service bills. The remaining balance will be refunded in 1976.

The Boston Edison Company and the Department have appealed the Federal Power Commission order and the case is pending before the United States Court of Appeals. The final outcome of these appeals is not presently determinable.

[2] Depreciation

The General Laws of the Commonwealth of Massachusetts allow utility plant in service to be depreciated using a 3% rate. In order to change this rate approval has to be received from the Department of Public Utilities. Rates utilized in depreciating utility plant in service are based on financial factors relating to cash flow for plant expansion rather than engineering factors relating to estimates of useful lives.

The Department depreciated its utility plant in service for the years 1975 and 1974 at rates of 3% and 5%, respectively. If the Department utilized a 5% rate to depreciate utility plant in service in 1975, the net earnings for 1975 would have been decreased by approximately $245,000.

[3] **Municipally—Sponsored Electric Power Facilities**

In 1975, the Town of Reading and other cities and towns (participants) entered into agreements with the Massachusetts Power Development Corporation (MMPDC) for the purpose of providing electric power facilities development services by MMPDC preparatory to the financing of the facilities. The agreement provides that the facilities development services costs will be paid by the participants to MMPDC. The Reading Municipal Light Department's maximum permitted share of such expenses is 17.783% of the total, with a stipulated maximum of $444,583. Such expenses will be incurred only if the project is determined not to be feasible and not moved forward to construction. During 1975, the Department has reserved $200,000 in a separate cash fund to cover its share of the facilities development services cost. In addition, in 1975 the Town of Reading and the other cities and towns entered into an agreement with the Massachusetts Municipal Wholesale Electric Company (MMWEC) providing for joint ownership of electric power facilities, the construction and operation of which will be sponsored by the cities and towns and investor owned power companies. This agreement will allow the Town of Reading to obtain the advantages of bulk power supply pooling with other towns through the operations of (MMWEC) and to obtain services in connection with bulk power supply. The Town of Reading will pay MMWEC for the cost of power delivered and has agreed to absorb a proportionate share of the costs of operating MMWEC.

[4] **Property Tax Litigation**

In 1974, the Department obtained a favorable settlement of certain personal property tax litigation. The balance of retained earnings at December 31, 1973 has been restated from amounts previously reported to reflect a retroactive credit of $334,990. In accordance with the customary practice of transferring 50% of net earnings to the general funds of the Town. 50% of the above amount, $167,495, had been reserved for payment to the Town. Payment of this amount was made in 1975.

[5] **Long—Term Debt**

The long—term debt of the Department consists of the Following:

Description	Current Portion	Long—Term Portion
2.9% bonds payable, payable in installments of $30,000 per year through September 1, 1976 .	$30,000	—
6.0% bonds payable, payable in installments of $30,000 per year through November 15, 1990	30,000	420,000
	$60,000	420,000

[6] **Unbilled Revenue**

The Department records its revenues based on actual billings to its customers on a cycle basis. Accordingly, revenue for electric service rendered and not billed at the end of the accounting period is not recorded in the accounts. At December 31, 1975 and 1974, estimated unbilled revenue amounted to approximately $461,000 and $421,000, respectively.

[7] **Bond Principal Payments**

The Department, for financial statement purposes, includes the repayment of bond principal as an operating expense. This presentation has the effect of reducing the net earnings for 1975 and 1974 by $65,000.

[8] **Pension Trust**

The Department has established a pension trust to provide for advanced funding of its obligations under the state retirement plan for municipal employees. In effect, the Department provides for the funding of retirement benefits on an actuarial basis over the employee's working years. The Department's contributions to the pension trust in 1975 and 1974 were $249,039 and $232,732, respectively.

TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT

Balance Sheets

December 31, 1975 and 1974

Assets	1975	1974	Increase [Decrease]
Utility plant:			
Utility plant in service, at cost	$12,836,007	12,393,678	442,329
Less reserve for depreciation	6,651,543	6,341,366	310,177
Net utility plant (note 2)	6,184,464	6,052,312	132,152
Funds on deposit with Town Treasurer:			
Municipally sponsored Electric Power Facilities Fund (note 3)	200,000	—	200,000
Depreciation Fund	894,725	481,267	413,458
	1,094,725	481,267	613,458
Current assets:			
Funds on deposit with Town Treasurer:			
Construction	355,947	515,338	(159,391)
Reserve for payment to Town of Reading (note 4)	—	167,495	(167,495)
Reserve for working capital	367,770	—	367,770
Reserve for tax payments to municipalities	43,152	—	43,152
Reserve for refund of Boston Edison rebate (note 1)	195,697	—	195,697
Other funds:			
Consumers' deposits	122,403	130,871	(8,468)
Petty cash	1,000	1,000	—
Total fund accounts	1,085,969	814,704	271,265
Accounts receivable	1,540,424	1,888,091	(347,667)
Materials and supplies	534,286	553,390	(19,104)
Prepaid expenses	46,295	35,837	10,458
Miscellaneous assets	36,582	21,840	14,742
Total current assets	3,243,556	3,313,862	(70,306)
	$10,522,745	9,847,441	675,304

See accompanying summary of significant accounting policies and notes to financial statements.

TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT

Balance Sheets

December 31, 1975 and 1974

Liabilities and Retained Earnings	1975	1974	Increase [Decrease]
Retained earnings:			
Appropriated, loans repayment	$1,876,578	1,811,578	65,000
Earnings retained for use in light department operations	6,575,971	6,127,528	448,443
Total retained earnings	8,452,549	7,939,106	513,443
Long—term debt (note 5)	420,000	480,000	(60,000)
Current liabilities:			
Current portion of long—term debt (note 5)	60,000	65,000	(5,000)
Due to Town of Reading in settlement of personal property tax litigation (note 4)	—	167,495	(167,495)
Accounts payable	1,019,614	877,810	141,804
Consumers' deposits	122,403	130,871	(8,468)
Interest accrued	3,665	4,185	(520)
Boston Edison Company rebate to be refunded (note 1)	195,697	—	195,697
Total current liabilities	1,401,379	1,245,361	156,018
Customer advances for construction	64,773	210	64,563
Contributions in aid of construction	154,771	142,764	12,007
Reserve for uncollectible accounts	29,273	40,000	(10,727)
	$10,522,745	9,847,441	675,304

TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT

Statements of Earnings and Retained Earnings

Years ended December 31, 1975 and 1974

	1975	1974	Increase [Decrease]
Revenue (note 6):			
Residential service—			
Rate schedule A	$5,258,437	5,172,208	86,229
Commercial service—			
Rate schedule B	284,067	314,774	(30,707)
Commercial and industrial service—			
Rate schedule C	6,889,331	6,828,373	60,958
Private companies and municipal plants	26,719	18,582	8,137
Street lighting service	223,732	216,575	7,157
Municipal service—			
Rate schedule B	28,407	27,920	487
Municipal service—			
Rate schedule C	533,828	516,595	17,233
Flat rate sales	8,068	5,817	2,251
	13,252,589	13,100,844	151,745
Miscellaneous income	95,224	53,708	41,516
Total revenue	13,347,813	13,154,552	193,261
Operating expenses:			
Operations	11,529,235	11,155,735	373,500
Maintenance	235,547	235,518	29
Depreciation of electric plant (note 2)	320,547	533,284	(212,737)
Taxes—personal property	191,848	128,476	63,372
Bond payments (note 7)	65,000	65,000	—
Total operating expenses	12,342,177	12,118,013	224,164
Interest expense	38,769	41,477	(2,708)
Total expenses	12,380,946	12,159,490	221,456
Net earnings	966,867	995,062	(28,195)

Retained earnings at beginning of year, as previously reported	7,939,106	6,957,102	982,004
Prior period adjustment (note 4):			
Settlement of personal property tax litigation	—	334,990	(334,990)
Due to Town in settlement of personal property tax litigation	—	(167,495)	167,495
Retained earnings at beginning of year, as restated	7,939,106	7,124,597	814,509
Add:			
Appropriation of loan repayment	65,000	65,000	—
Miscellaneous	—	59	(59)
Less:			
Transfer to General Funds of the Town in accordance with vote of Town Meeting	516,256	245,612	270,644
Miscellaneous	2,168	—	2,168
Retained earnings at end of year	$8,452,549	7,939,106	513,443

See accompanying summary of significant accounting policies and notes to financial statements.

TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT

Statements of Changes in Financial Position

Years ended December 31, 1975 and 1974

	1975	1974
Funds provided:		
Funds from operations:		
Net earnings	$966,867	995,062
Add charges against earnings not requiring funds—depreciation (note 2)	366,877	582,946
Bond payments (note 7)	65,000	65,000
Total funds from operations	1,398,744	1,643,008
Contributions in aid of construction	12,007	96,452
Other	—	59
Customer advances for construction	64,563	—
Decrease in working capital	226,324	—
Total funds provided	$1,701,638	1,779,519
Funds used:		
Additions to utility plant	499,029	652,232
Establishment of municipally sponsored electric power facilities fund	200,000	—
Increase in depreciation fund	413,458	71,989
Transfer to General Funds of the Town:		
In accordance with vote of Town Meeting	516,256	245,612
Decrease in reserve for uncollectible accounts	10,727	—
Reduction of long-term debt	60,000	65,000
Other, net	2,168	—
Increase in working capital	—	744,686
Total funds used	$1,701,638	1,779,519

Increase (decrease) in working capital represented by:		
Net increase (decrease) in current assets:		
Fund accounts	271,265	245,575
Accounts receivable	(347,667)	571,077
Materials and supplies	(19,104)	146,657
Prepaid expenses	10,458	10,248
Miscellaneous assets	14,742	18,953
	(70,306)	992,510

Net increase (decrease) in current liabilities:		
Current portion of long-term debt	(5,000)	—
Due to Town of Reading in settlement of personal property tax litigation	(167,495)	—
Accounts payable	141,804	240,019
Customers' deposits	(8,468)	8,325
Interest accrued	(520)	(520)
Boston Edison Company rebate to be refunded	195,697	—
	156,018	247,824
Increase (decrease) in working capital	$(226,324)	744,686

See accompanying summary of significant accounting policies and notes to financial statements.

TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT

Summary of Significant Accounting Policies

December 31, 1975 and 1974

The significant accounting policies which are followed by the Reading Municipal Light Department are as follows:

[a] Accounting

The financial statements are prepared in accordance with the requirements of the "Uniform System of Accounts for Electric Companies" as prescribed by the Department of Public Utilities of the Commonwealth of Massachusetts.

[b] Depreciation

Depreciation of utility plant is computed on a straight-line method at 3% and 5% in 1975 and 1974 respectively of the cost of plant at the beginning of the year, exclusive of land and land rights.

[c] Operating Revenues

Revenues are based on rates authorized by applicable regulatory agencies applied to customer consumption of utility services. The company does not record the estimated unbilled revenue at the end of its accounting period.

[d] Maintenance

The Department charges maintenance to expense when incurred.

PEAT, MARWICK, MITCHELL & CO.

Certified Public Accountants

One Boston Place

Boston, Massachusetts 02108

Trustees of the Town of Reading — Municipal Light Department Employees' Retirement Trust:

We have examined the statements of assets available for pensions of The Town of Reading — Municipal Light Department Employees' Retirement Trust as of December 31, 1975 and 1974 and the related statements of changes in assets for the years then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. We examined the investment securities owned and confirmed the cash in banks directly with the depositories. Cash on deposit with the Town was confirmed by the Town Treasurer.

In our opinion, the aforementioned financial statements present fairly the assets available for pensions of The Town of Reading — Municipal Light Department Employees' Retirement Trust at December 31, 1975 and 1974 and the changes in assets for the years then ended, in accordance with generally accepted accounting principles applied on a consistent basis.

(signed) PEAT, MARWICK, MITCHELL & CO.

February 16, 1976

THE TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT EMPLOYEES' RETIREMENT TRUST

Statements of Assets Available for Pensions

December 31, 1975 and 1974

	1975	1974
Assets:		
Investments at amortized cost:		
Federal Land Bank bonds(quoted market $289,920 in 1975 and $291,687 in 1974)	$300,341.58	300,396.09
Federal National Mortgage Association bonds (quoted market $289,010 in 1975 and $283,188 in 1974)	297,992.32	296,005.96
New England Telephone & Telegraph Company bonds (quoted market $47,250 in 1975 and $45,750 in 1974)	49,715.50	49,627.90
Government National Mortgage Association bonds (quoted market $92,145 in 1975)	89,623.90	—
Savings certificates and savings account	366,611.65	219,323.41
Cash on deposit with Town	28,239.93	69,379.88
Accrued interest receivable	49,206.58	25,865.27
Assets available for pensions.	1,181,731.46	960,598.51
Less pension payments due to Reading Municipal Light Department (note 2)	—	15,444.98
Net assets available for pensions	$1,181,731.46	945,153.53

See accompanying notes to financial statements.

THE TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT EMPLOYEES' RETIREMENT TRUST

Statements of Changes in Assets

Years ended December 31, 1975 and 1974

	1975	1974
Contributions:		
The Town of Reading — Municipal Light Department	$249,038.52	232,731.60
Income from investments	70,250.04	57,066.17
	319,288.56	289,797.77
Less retirement benefits paid	82,710.63	115,307.20
Net increase in fund for the year	236,577.93	174,490.57
Assets available for pensions:		
Balance at beginning of year	945,153.53	770,662.96
Balance at end of year	$1,181,731.46	945,153.53

See accompanying notes to financial statements.

THE TOWN OF READING — MUNICIPAL LIGHT DEPARTMENT EMPLOYEES' RETIREMENT TRUST

Notes to Financial Statements

December 31, 1975 and 1974

(1) The pension trust provides for advance funding of the Municipal Light Department's obligations under the state retirement plan for municipal employees. This arrangement provides for the funding of retirement benefits over the employees' working years. The annual contribution from The Town of Reading — Municipal Light Department is based on a calculation by consulting actuaries.

(2) At December 31, 1974 the pension trust owed the Reading Municipal Light Department $15,444.98 for pension payments made directly by the light department for certain retired employees. This obligation was paid in 1975.

Report of the

Board of Public Works

To the Citizens of Reading:

The Board of Public Works submits it Annual Report for 1975.

On April 21, 1975 the Board reorganized with John H. Russell as Chairman and Paul C. Dustin as Secretary with the Board Members appointed to the various committees as follows:

School Building Committee	Lawrence R. Blood
School Site Committee	Lawrence R. Blood
Recreation Committee	Paul C. Dustin
Industrial Committee	Alexander T. Botka
M.B.T.A. ad hoc Committee	John H. Russell

Regular meetings were held on Monday evenings and additional evenings as required. There were a total of thirty-three meetings for the year.

The Board, acting as the Board of Survey, adopted new rules and regulations covering the subdivision of land and development in March 1975. These new rules and regulations upgrade the construction requirements of subdivisions and give greater consideration to environmental aspects in developing land within the Town of Reading.

The Board of Public Works continues to maintain and develop parks and playgrounds on a planned program and attempted to obtain State funds to assist in a construction program although no funds were forthcoming.

The sewer construction program is proceeding on schedule in accordance with the five year program printed in the Annual Report. Progress on the Willow Street Interceptor Sewer to Woburn is proceeding according to plan with the State Legislators passing the required legislation for the construction in Woburn.

During 1975, the Board of Public Works met with the Board of Selectmen on several occasions to discuss mutual problems of labor negotiations, traffic and safety control and policing for protection of public property.

Mr. Blood represented the Board on the working committee study for Transportation Improvement Route 129 Wilmington and Reading. This subject is of particular concern to the Town of Reading due to the environmental affect on the Town's water supply.

The Board wishes to extend its thanks to the Town Boards, Committees, Department employees and the general public for their cooperation and assistance.

Respectfully submitted,

JOHN H. RUSSELL, Chairman
PAUL C. DUSTIN, Secretary
LAWRENCE R. BLOOD
JOHN W. PRICE
ALEXANDER T. BOTKA

SUPERINTENDENT'S REPORT

To the Board of Public Works

Gentlemen:

As required by Section 4, Chapter 118, of the Acts authorizing the Town of Reading to establish a Board of Public Works I respectfully submit for your consideration the fifty-fifth Annual Report of the Department of Public Works and a short resume of the work performed during the year 1975 with recommendations for the future.

GENERAL

Residential construction continued at a light pace. The Board continues to receive requests for various services. Programs have been established within the various divisions of the Department and steady progress is being made in many ways. Some work has been let out to contract, such as Street Resurfacing and Sewer Main Construction, but most of the work is being done by Department personnel.

BOARD OF SURVEY

The members of the Board of Public Works are ex-officio members of the Board of Survey. Acting as the Board of Survey several hearings were held for the consideration of individual street layouts and for

developments including several streets. Conferences were held with developers, contractors, and affected property owners.

Estimates were prepared and performance bonds secured for proper construction. All construction work by developers is supervised closely by the Board of Public Works employees. The following subdivisions were under construction during 1975:

"Colonial Estates II"	"Briarwood"
"Parkview"	"Bainbridge Road"
"Indian Tree Lane	"Red Gate Lane"
"Lisa Lane	"Pasture Road"
"Pemberly"	"Field Pond Drive"
"Rustic Lane"	"Hodson Lane"

ENGINEERING DIVISION

The Engineering Division is essential to the Department of Public Works for overall planning, both short range and long range, and is doing an excellent job of providing the necessary engineering for all the Department's work as well as assisting other Boards and Committees with engineering problems. Only a few items require the assistance of consulting engineering services such as large interceptor sewers and specialized studies.

WATER DIVISION

Residential construction remained at a light level. A total of 1,087.4 lineal feet of water main was installed. A total of 35 new water services were installed and 58 old services were replaced.

Pumping Stations and Filter Plant

Total rainfall in 1975 was above normal. However problems of water supply were serious during the month of August due to dry weather.

A total of 1,118,923,600 gallons of water was delivered to the distribution system in 1975.

The highest single day's consumption was 4,917,800 gallons on July 31, 1975. The highest seven days' consumption for the period July 28, 1975 through August 3, 1975 was 29,387,300 gallons.

Well Fields

The tubular wells were cleaned, inspected, and repaired in the early summer months.

Statistics for the Year Ended December 31, 1975

Population — United States Census of 1975 — 23,640 (population estimated.)

Date of construction of Pumping Stations — 1931, 1942, 1948, 1959, 1960, 1962, 1965, 1966, 1974.

Sources of supply: Tubular (Driven) Wells and Gravel Walled Wells.

TABLE SHOWING DAILY AMOUNTS OF RAIN

100 ACRES

1975

Days	Jan.	Feb.	March	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1			.29			.07						.07
2					2.20				.04			
3				1.93		.25		.03				
4				.35	.09			.45				
5		.53		.09		.97						
6		.12	.Tr.			.47		1.31	.30			
7	1.0		.05	.03		.13		.87				
8			.09			.05		.75	.02		.21	.03
9	.93	.29				.02						1.17
10			.07				.49				.18	.01
11	.20						.05			1.06		
12	.44	.18	.43		.36	.76	.85		1.25	.38		
13	.92				1.22	.07				.36	.63	.03
14			.09									
15		.04	.38		.20					.03		.02
16					.05							
17		.15				.13				.96		.29
18	.59		.0	.05						1.05		
19	.03		.64	.01					.03	.54		.Tr.
20			.46				.75		.09	.05		.69
21								.01	.05		1.66	1.35
22		.03	.09		.08			.02	.61			.32
23		.40							.99			
24		1.23	.39	.32			.20	.34	1.00		.45	
25	.70			.05					.60	.84		.69
26				.Tr.					.86			1.09
27											.75	
28												
29	.34		.13					1.73		.22		
30			.30		.30			.44		.02		.55
31												
Total	5.15	2.97	3.41	2.83	4.50	2.92	2.34	5.95	5.84	5.51	3.88	6.31
Act		8.12	11.53	14.36	18.86	21.78	24.12	30.07	35.91	41.42	45.3	51.61
Norm.	3.35	3.21	3.68	3.70	3.18	3.31	3.16	3.28	3.61	3.15	3.81	3.10
Total												41.22

COMBINED WATER PUMPAGE 1975

Month	Day	Total 100 Acres	Total Revay	Combined Pumpage	Average Daily	Remarks
Jan.	31	45,618,300	36,691,000	82,309,300	2,655,139	EKWH 26,740
Feb.	28	40,037,700	35,449,000	75,486,700	2,695,954	" 25,440
March	31	47,829,900	40,921,000	88,750,900	2,862,932	" 20,480
April	30	54,287,400	34,451,000	88,738,400	2,957,947	" 23,830
May	31	59,107,400	32,270,000	91,377,400	2,947,658	" 24,580
June	30	67,249,800	32,964,000	100,213,800	3,340,460	" 24,800
July	31	76,770,000	37,452,000	114,222,000	3,684,581	" 27,680
Aug.	31	72,610,000	40,881,000	113,491,000	3,661,000	" 27,280
Sept.	30	82,282,900	39,340,000	91,622,900	3,054,097	" 25,280
Oct.	31	51,181,600	41,036,000	92,217,600	2,974,761	" 26,200
Nov.	30	51,181,600	38,066,000	89,247,600	2,974,920	" 20,960
Dec.	31	51,672,000	39,574,000	91,246,000	2,943,419	" 21,560
Total		669,828,600	449,095,000	1,118,923,600	3,062,739	

COMPARATIVE TOTAL PUMPAGE OF WATER FOR PAST TEN YEARS

Year	Total Pumpage Gallons	Increase or Decrease	Average Daily Pumpage	Increase or Decrease
1966	733,628,400	11,703,100(D)	2,009,777	32,227 (D)
1967	764,457,200	30,828,800(I)	2,094,433	83,656 (I)
1968	797,475,300	33,018,100(I)	2,178,894	84,461 (I)
1969	811,034,800	13,559,500(I)	2,222,010	43,116 (I)
1970	855,954,300	44,919,500(I)	2,343,080	121,070 (I)
1971	983,126,900	127,172,000(I)	2,698,430	355,350 (I)
1972	991,758,900	8,632,600(I)	2,717,147	18,717 (I)
1973	1,066,899,000	75,140,100(I)	2,923,010	205,863 (I)
1974	980,229,800	86,669,200(D)	2,685,561	237,449 (D)
1975	1,118,923,600	127,693,800(I)	3,062,739	377,178 (I)

HIGHWAY DIVISION

Street Betterments

Eight streets were accepted as public ways. The streets were: Maple Ridge Road, Barbara Lane, C Street, Hemlock Road, Fox Run Lane, Boyce Street, Belmont Street and Countryside Lane.

Portions of the following streets were reconstructed and covered with Bituminous Concrete: Grove Street from Lowell to Forest Street.

Sidewall Construction and Maintenance

New sidewalks were constructed in various locations for individual residences and sidewalks were reconstructed on the following streets:

13 Willow Street	Town Hall
19 Osborne Street	7-9 Grand Street
26 Arlington Street	144-146 Village Street
175 Lowell Street	531 Main Street
2 Linden Street	190 High Street

Storm Water Drains

This item continues to be a source of constant request for facilities. A program has been developed which includes those projects which it is felt will be of most value to the Town and the Abutters. Under a steady annual appropriation many problem areas have been eliminated. Drains were constructed on the following streets: Pratt, Boyce, Franklin, Orange, Spring and Thorndike Streets.

Maintenance of Storm Drains

All catch basins were cleaned with a mechanical cleaning machine. Culverts and ditches were cleaned as required to prevent flooding.

Snow and Ice

Several plowable snow storms occurred; also, several that required sanding only. Additional equipment was hired and extra personnel employed as required. Every reasonable effort was made to plow and remove snow and return the Town to normal condition in each instance.

Park and Playground Division

Extensive maintenance was accomplished on all areas; debris was removed, beds and walks edged, fertilizer applied, grass cut, loam and seed spread, play equipment repaired, bleachers repaired, fences repaired, brush cut and removed, ball fields maintained, tennis courts maintained plus many other related items of work.

Men and equipment were placed at the disposal of the Recreation Committee and work done which would allow their program to be carried out efficiently.

During 1975 the Department employed eight additional people during the summer months funded by Federal Funds to assist the Department in combating the ever increasing vandalism in this area.

Glen Meadow, now in its third year, saw the continued regrading and sloping of the basketball court, tennis court and utility ball field. This loaming and seeding work should be completed in the Spring of 1976.

Park construction began at the Bicentennial Park located off Franklin Street with a horse ring and parking area.

Sewer Division

Sewer Construction, generally speaking, followed the program as printed in the Annual Report. Some changes in programming were necessary.

Sewers were installed in several streets, with the work being done by contract.

Sewer house connections were installed in 127 houses by Town forces. The Licensed Drain Layers installed 82 house connections.

Maintenance of main sanitary sewers was accomplished, using the new power operated cleaning machine.

The sewer pumping stations at Sturges Road, Charles Street, Batchelder Road and Willow Street operated efficiently with no major problem.

Sanitation Division

During 1975 this Division was developed into an effective Department and the Collection of rubbish and garbage worked well.

The municipal incinerator operated well and was able to burn all the Town's trash without difficulty. However, it continues to be a high maintenance item.

The sanitary land fill is now operating in accordance with the State Health requirements and the proposed plan of operation and the maintenance of the land fill has received the Health Department approval.

In 1975 the Sanitation Division took over the recycling effort run by "Return" group. It appears that approximately ten per cent of the citizens are volunteering to recycle paper, glass and cans and the operation is at least operating on a break even basis. These items being removed from the incinerator and land fill operation are definitely a plus to the department. Further education and involvement of more of the Town's citizens is definitely needed to increase productivity in this area.

SEWER CONSTRUCTION PROGRAM

1976 - 1980

Street	Section	Length
Main	Franklin to near Pearl	2000
Interceptor	Main to Pearl	800
Pearl	Main to Franklin	2100
Grove	Franklin to Golf Club	1000
Interceptor	Grove to Meadow Brook	800
Meadow Brook	All	600
Interceptor	Trunk Sewer to H	750
Interceptor to Collins		900
Collins Avenue	All	900
H	All	250
Libby Avenue	H to E	730
Heritage Drive	All	300
A	All	750
Belmont	Trunk Sewer to Pearl	800
E	All	550
		13230

2 Pumping Stations and Force Main

1977

Lucy Drive	All	520
Brentwood	All	300
Interceptor	Déborah to Colburn	200
Colburn	Interceptor to High Pt.	1200
Interceptor	Apple Gate to Martin	400
Martin	Colburn to High Pt.	1100
Bartlett	All	200
Baldwin	All	300
Arnold	Arcadia to Munroe	400
Munroe	Arcadia to Arnold	400
Colonial	Dana to Brewer	500
Barbara	All	450
Maple Ridge	Ash Hill to Pine Ridge	400
MacIntosh	All	160
Catherine	All	700
Cottage	All	550
Selfridge	Cottage to High Point	150
West	Selfridge to Town Line	1150
Wakefield	Tamarack to Haverhill	350
		11130

Pumping Station and Force Main

1978

Street	Section	Length
Timberneck	Tamarack to Haverhill	550
Reading	All	350
Haverhill	Timberneck to Camp Curtis	3400
Interceptor	Haverhill to Libby	1550
Pitman	All	700
Lakeview	All	500
North	All	150
John St. Court	All	300
West	Vic. County to Border	1200
Border	All	1650
South	West to Gleason	2400
Whitehall	South to James	250
		13000

1979

Longwood Road	All	500
Kelch Road	All	300
Longview Road	King St. northerly	400
Eaton Street	All	200
Causeway Road	All	850
Interceptor to Causeway R.		1600
Criterion St.	All	600
Larch Lane	All	200
Elm Street	All	300
Beacon Street	All	400
C Street	All	600
Dean Road	All	400
Fox Run Lane	All	500
Interceptor to Fox Run L.	All	500
Emerson Street	All	900
Dividence Road	All	1200
Landers Road	All	500
Swan Road	All	200
Franklin Terrace	All	200
Harold Avenue	All	300
Dunbar Road	All	800
		11,450

1980

Grove Street		3000
Interceptor to Brewer Lane		1000
Small Lane	All	300
Short Street	All	200
Mill Street	All	1600
Hancock Street	All	200
Sanborn Lane	All	2600

1980 - continued

Street	Section	Length
Interceptor to Line Rd.	All	1000
Line Road	All	600
Salem Street		400
Bay State Road	All	200
Lafayette Rd.	All	1500
		12,000

GENERAL RESUME AND RECOMMENDATIONS

During 1975 the sewer main construction program continued in accordance with the planned program with the Town Engineering Division handling the design and supervision of construction.

The extension of the sewer system is progressing well and in 1975 approximately 4.73 miles of sewers were installed by the Town's contractor bringing the total miles of sewers installed to 73.32 miles.

During 1975 the design of the interceptor sewer from the Willow Street Pumping Station along the Aberjona River to the M.D.C. Trunk Sewer located in Woburn was completed and application filed for state and Federal funding of this project. The State legislature approved legislation making it possible for the Town of Reading to take land in Woburn and to construct the interceptor sewer. Once all environmental requirements have been met it is hoped that construction of the interceptor can begin early in 1976.

The planned modifications and addition to the Board of Public Works Garage are ninety per cent complete and the remaining work will be completed by July 1976.

The first phase of the Master Drainage Plan was begun during 1975 and it is hoped that the Town Meeting will provide the necessary funds to complete the study during 1976. This plan will become a very effective tool for the Department in planning to correct deficiencies in the storm water drainage system and to develop a systematic maintenance program.

A review of the Town's park and playground facilities has indicated a definite need to develop a long range recreation and athletic facility program taking into consideration both the needs of the Recreation Committee and the School Department's ever expanding athletic program.

The Planning Board's study of the sanitary land fill area has indicated a definite need for a planned development of the site taking into consideration the potential future use of the land in the best interest of the Town. A study of this area is now underway by the Town Engineering Division.

A comprehensive study of the Town's water supply and system is needed at this time to provide a quantity and quality of water to Reading in the future (1980-1999). The study should cover the following four general guidelines:

1. Water demands within the Town are fast approaching the capacity of the existing supply and the development of additional supply will be required in the near future.

2. Because of high iron and manganese concentration in the water from existing sources consumer complaints regarding the taste, odor and color are increasing.

3. Low pressure consumer complaints have been received over the years from consumers at the higher elevation.

4. Because of the relatively small diameter (6" - 8") of water mains in some areas there is a concern as to whether or not flow would be adequate for fire protection.

I strongly urge the Town to appropriate necessary funds for this study immediately.

Respectfully submitted,

E. ROGER LOUANIS
Superintendent

Report of the

Board of Assessors

January 1, 1975

Land	$ 44,326,370.00
Buildings	137,118,125.00
Personal Property	3,907,730.00
Total	$185,352,225.00

AMOUNT TO BE RAISED

Appropriated for Town Purposes	$15,090,358.90
To be paid for State & County Taxes	1,074,779.18
Overlay	294,132.11
Total	$16,459,270.19

INCOME

Estimated Receipts — Cherry Sheet	$2,473,120.82	
Estimated Receipts — Local	2,322,018.00	
Over Estimates in 1975 Cherry Sheet	80,262.26	
Available Funds	926,107.45	
Total		$ 5,801,508.53
Net Amount to be raised by Taxation		$10,657,761.66

Amount to be raised — $10,657,761.66 = $57.50 per
Valuation 185,352,225.00 thousand valuation

Actual Commitments for 1975

1975 Real Estate	$10,433,066.88
1975 Personal Property	224,694.78
1975 Farm Animal Excise	55.00
1973 Motor Vehicle Excise	17,016.73
1974 Motor Vehicle Excise	71,770.92

1975 Motor Vehicle Excise	824,969.65
Sewer Frontage	51,802.58
House Connections	49,393.57
Highway	8,792.10
Sidewalk & Curbing	3,159.26
Water Mains	360.72
Water Charges	68,960.87
	$11,754,043.06

Following is the list of Real Estate Tax Abatements granted by the Board of Assessors in the year 1975, in compliance with Article XIII, Section 5 of the By-Laws of the Town of Reading.

1971 Valuations

Boston & Maine Railroad Vine Street, Assessors' Plat 72 Lot 1A	$99.78
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 62 Lot 14	26.00
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 63 Lot 49	60.40
Boston & Maine Railroad E. of Railroad, Assessors' Plat 132 Lot 1	14.48
Boston & Maine Railroad Goodall-Sanford Road, Assessors' Plat 45 Lot 3	59.47
Boston & Maine Railroad Off High Street, Assessors' Plat 62 Lot 7B	10.17

1972 Valuations

Dry Dock Savings Bank Assignees Of Robert Waldman & David E. Dick, G. P. of Colonial Realty Investment Co. (Summit Towers)	$38,997.20
Gino's Inc. 323 Main Street	512.60
Boston & Maine Railroad Vine Street, Assessors' Plat 72 Lot 1A	14.67
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 62 Lot 14	24.20
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 63 Lot 49	61.98

Boston & Maine Railroad East of Railroad, Assessors' Plat 132 Lot 1	13.57
Boston & Maine Railroad Goodall-Sanford Rd. Assessors' Plat 45 Lot 3	63.08
Boston & Maine Railroad Off High Street, Assessors' Plat 62 Lot 7B	9.54

1973 Valuations

Gino's Inc. 323 Main Street	$594.15
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 62 Lot 14	28.05
Boston & Maine Railroad Off High Street, Assessors' Plat 62 Lot 7B	11.05
Boston & Maine Railroad No. of Woburn Street, Assessors' Plat 63 Lot 49	71.85
Boston & Main Railroad Vine Street, Assessors' Plat 72 Lot 1A	17.00
Boston & Maine Railroad East of Railroad, Assessors' Plat 132 Lot 1	15.74
Boston & Maine Railroad Goodall-Sanford Road, Assessors' Plat 45 Lot 3	73.10

1974 Valuations

Becker, Frederick E. & Nancy J. 46 Beaver Road	$83.12
Benincasa, Frank J. & Mary G. 75 Beaver Road	74.37
Dellovo, Robert J. & Joanne E. 40 Beaver Road	103.12
Dry Dock Savings Bank (Summit Towers)	21,565.00
Fantasia, Salvatore A. & Doris M. 32 Beaver Road	101.87
Gino's Inc. 323 Main Street	291.25

Louie, Thomas A. & Janet 55 Beaver Road	80.00
Memory, James F. & Geraldine L. 81 Beaver Road	86.87
Quagan, Robert J. & Josephine G. 76 Beaver Road	93.75
Smarrella, Vincent, Sr. & Jennie 54 Beaver Road	117.50

1975 Valuations

Becker, Frederick E. & Nancy J. 46 Beaver Road	$166.25
Benincasa, Frank J. & Mary G. 75 Beaver Road	148.75
Dellovo, Robert J. & Joanne E. 40 Beaver Road	206.25
Dry Dock Savings Bank (Summit Towers)	39,190.00
Fantasia, Salvatore A. & Doris M. 32 Beaver Road	203.75
Gino's Associates 323 Main Street	582.50
Louie, Thomas A. & Janet 55 Beaver Road	160.00
Memory, James F. & Geraldine L. 81 Beaver Road	173.75
Pendergast, Joseph L. 13 Chute Street	250.00
Quagan, Robert J. & Josephine G. 76 Beaver Road	187.50
Smarrella, Vincent Sr. & Jennie 54 Beaver Road	235.00

Barry, Carleton A. & Sharon E. 336 Haven Street	$18.69
Barry, John M. & Grace P. 12 Cumberland Road	57.50
Boornazian, Aram A. & Sharyn S. 9 Harold Ave.	11.50
Broderick, Peter V. & Judith A. 34 Winslow Road	83.38
Carter, Kenneth L. & Marilyn 32 Field Pond Drive	86.25
Cassesso, Robert M. & Shirley M. 55 Pratt Street	86.25
Colclough, John C. Jr. & Dorothy A. 119 Salem Street	172.50
Doherty, Joseph P. & Rita 98 Hartshorn Street	115.00
Durkin, Lawrence A. & Pamela E. 26 Bond Street	120.75
Ernstein, Shelby & Shirlee 27 Field Pond Drive	103.50
Fallon, John L. Jr. & Joyce E. 47 Scotland Road	100.63
Gagnon, Raynor & Marie 7 Harold Ave.	281.75
Gaw, Marion H. 337 Pearl Street	103.50
Gibson, Clifford J. Jr. & Ruth A. 19 Minot Street	230.00
Harutunian, Harold & Katherine 20 Lucy Drive	11.50
Kilgore, Ruth C. 182 Franklin Street	17.25
Lindquist, Richard 975 Main Street	230.00

McCobb, James E. Jr. & Rosemarie A. 26 Field Pond Drive	28.75
McHardy, Robert J. & Ann Marie 12 Landers Road	28.75
Nicholls, Mark K. & Linda M. 432 Haverhill Street	126.50
Norton, Eugene J. & Benda L. 1 Whittier Road	46.00
O'Brien, Paul M. & Marjorie L. 22 Pasture Road	28.75
Pellini, Paul A. & Maryhelen 31 Martin Road	17.25
Sampson, Henry T. Jr. & Sandra M. 33 Pilgrim Road	281.75
Stang, Jacob H. & Barbara F. 15 Countryside Lane	57.50
Sweet, Donald E. Jr. & Doris E. 27 Tennyson Road	11.50
Symes Associates, Inc. Waverly Road, Assessors' Plat 123 Lots 99-100	57.50
Templeton, Thompson B. & Agnes B. 40 Tennyson Road	86.25
Van Horn, Earl H. 87 Hopkins Street	17.25
Venditti, Anthony F. & Mary G. 7 Springvale Road	24.44
Ward, Thomas F. & Vivian M. 11 Collins Ave.	86.25

Progress Report on Revaluation: As a result of a recent Supreme Judicial Court case, the State Tax commissioners ordered local assessors to assess property at fair market value. The State Tax Commissioners required each city and town to prepare a plan for implementing this decision. Our plan is simple; we will go to 100% of value as of January 1, 1976. These new valuations will apply to Fiscal 1977 tax bills, that is, the period July 1, 1976 through June 30, 1977. Fortunately, the records of the Reading Assessing Department have been kept up-to-date since our last full scale revaluation in 1967. Nevertheless, the Assessors felt it was

only fair that, as nearly as possible, all properties in the Town be reinspected. This program is currently being completed under the direction of Victor Bazilchuk, our very capable, full-time appraiser. Mr. Bazilchuk has had assistance from two field men retained under the CETA program. Funds for a third field man and temporary clerical help were appropriated by the last annual Town Meeting.

Except where significant improvements have been made to properties, or where neighborhood values have increased faster than average for the town, tax bills will not increase, unless the Town Meeting spends more money this year than last.

Once all of the new values have been determined, each citizen will receive a notification of their new assessment and will have an opportunity to discuss the matter with the Assessors. If the result is still not satisfactory to any taxpayers, they may appeal to the Appellate Tax Board for relief.

While this is not the most pleasant aspect of the Assessors' work, it is very important and, it is as ordered by the Supreme Judicial Court and the Commissioner of Corporations and Taxation. We do appreciate the full cooperation most property owners in Reading have given us.

We have tried to accomplish this task with a minimum of expense, and expect to spend a total of about $10,000 of the Town's tax dollars, on the complete project.

Retirement

Mrs. Elizabeth Griffin, Administrative Assistant to the Board of Assessors, retired on January 16, 1976 after 25 years of dedicated service to the Town of Reading.

Mrs. Griffin's knowledge of assessing practices and her ability to adapt to rapid changes within the department and in assessing laws, gained the respect and admiration of all of her associates in the Town Hall.

The Board of Assessors and Department staff wish her a happy and productive retirement.

Respectfully submitted,

ROBERT I. NORDSTRAND
WILLIAM E. LOCKE
MICHAEL T. SULLIVAN

Report of the Town Treasurer

GENERAL CASH ACCOUNT

Cash balance January 1, 1975	1,409,780.66
Receipts 1975	159,396,671.93
Total	160,806,452.59
Disbursed 1975	156,972,964.01
Balance December 31, 1975	3,833,488.58

REVENUE SHARING FUNDS

Balance January 1, 1975	494,602.27
Federal Grants 1975	302,645.00
Interest Earned 1975	15,166.35
Total	812,413.62
Disbursed 1975	639,940.42
Balance December 31, 1975	172,473.20

LOANS IN ANTICIPATION OF SERIAL ISSUES

Balance January 1, 1975	540,000.00
Borrowed in 1975	439,000.00
Total	979,000.00
Paid in 1975	979,000.00
Balance December 31, 1975	.00

LOANS IN ANTICIPATION OF STATE & COUNTY HIGHWAY REIMBURSEMENTS

Balance January 1, 1975	.00
Borrowed in 1975	4,000.00
Total	4,000.00
Paid in 1975	4,000.00
Balance December 31, 1975	.00

LOANS IN ANTICIPATION OF REVENUE

Balance January 1, 1975	.00
Borrowed in 1975	1,000,000.00
Total	1,000,000.00
Paid in 1975	1,000,000.00
Balance December 31, 1975	.00

TRUST FUND ACCOUNTS

	Balance Jan.1, 1975	Receipts	Disbursements	Balance Dec.31, 1975
Parker Hospital	481,605.78	36,816.26	6,194.65	512,227.39
Grouard Hospital	212,123.83	17,546.90	24.65	229,646.08
Foster Hospital	8,389.99	849.04	6.16	9,232.87
Public Library	1,145.66	71.30	100.00	1,116.96
Wadlin Library	1,938.86	119.51	200.00	1,858.37
Appleton Library	5,563.72	347.06	500.00	5,410.78
Appleton Mansfield Library	15,474.86	1,356.51	6.16	16,825.21
Foster Library	13,728.62	976.93	1,000.00	13,705.55
Pierce Library	535.75	29.26	-	565.01
Torrey Library	1,101.90	38.24	-	1,140.14
Tuttle Library	592.32	32.36	-	624.68
A.R. & G.B. Shepardson Library	1,249.91	98.38	200.00	1,148.29
Sawyer Scholarship	5,277.81	546.33	200.00	5,624.14
Torre Scholarship	4,667.96	252.59	250.00	4,670.55
K. L. Brown Award	1,102.20	58.18	75.00	1,085.38
Parker Scholarship	5,451.75	346.30	200.00	5,598.05
Northern Residents Scholarship	-	12,029.09	413.33	11,615.76
Parker Loan Fund	3,714.77	203.04	-	3,917.81
Forest Glen Cemetery	207,919.64	31,478.28	-	239,397.92
Laurel Hill Cemetery	163,811.51	12,894.00	-	176,705.51

Report of the

Collector of Taxes

Twelve Months Ending December 31, 1975

1976 Real Estate
(Fiscal Year)

Committed August 29, 1975	$10,615,535.98	
Refunds	13,169.45	
Abatements		$160,176.12
Paid to Treasurer		5,207,773.88
Uncollected December 31, 1975		5,260,755.43
	$10,628,705.43	$10,628,705.43

1975 Real Estate
(Fiscal)

Balance December 31, 1974	4,604,180.57	
Refunds	30,372.91	
Abatements		58,718.74
Paid to Treasurer		4,428,206.10
Uncollected December 31, 1975		147,628.64
	$ 4,634,553.48	$ 4,634,553.48

1974 Real Estate

Balance December 31, 1974	$ 129,054.63	
Refunds	25,511.42	
Abatements		23,941.03
Paid to Treasurer		108,287.97
Uncollected December 31, 1975		22,337.05
	$ 154,566.05	$ 154,566.05

1973 Real Estate

Balance December 31, 1974	$ 154,076.73	
Refunds	12,325.86	
Abatements		15,408.90
Paid to Treasurer		147,928.45
Uncollected December 31, 1975		3,065.24
	$ 166,402.59	$ 166,402.59

1972 Real Estate

Balance December 31, 1974	18,783.27	
Refunds	39,509.80	
Abatements		39,725.36
Paid to Treasurer		13,252.65
Uncollected December 31, 1975		5,315.06
	$ 58,293.07	$ 58,293.07

1971 Real Estate

Balance December 31, 1974	14,421.35	
Abatements		1,322.62
Paid to Treasurer		8,745.23
Uncollected December 31, 1975		4,353.50
	$ 14,421.35	$ 14,421.35

1970 Real Estate

Balance Decemb er 31, 1974	$ 11,639.71	
Paid to Treasurer		$6,656.80
Uncollected December 31, 1975		4,982.91
	$ 11,639.71	$ 11,639.71

1969 Real Estate

Balance December 31, 1974	8,256.29	
Paid to Treasurer		5,173.91
Uncollected December 31, 1975		3,082.38
	$ 8,256.29	$ 8,256.29

1968 Real Estate

Balance December 31, 1974	3,050.69	
Paid to Treasurer		2,051.73
Uncollected December 31, 1975		998.96
	$ 3,050.69	$ 3,050.69

1967 Real Estate

Balance December 31, 1974	$ 1,413.40	
Paid to Treasurer		325.95
Uncollected December 31, 1975		1,087.45
	$ 1,413.40	$ 1,413.40

1966 Real Estate

Balance December 31, 1974	$ 672.13	
Paid to Treasurer		-------
Uncollected December 31, 1975		672.13
	$ 672.13	$ 672.13

During 1975 Real Estate taxes overdue since 1966 were brought up to 1974, therefore this year's report shows a reduction in the amount of Real Estate taxes that are uncollectible for various reasons. Most of the balances are being processed for abatement by the Assessors.

1975 Motor Vehicle Excise

Committed 1975	$ 824,969.65	
Refunds	7,288.84	
Abatements		92,371.45
Paid to Treasurer		600,708.05
Uncollected December 31, 1975		139,178.99
	$ 832,258.49	$ 832,258.49

1974 Motor Vehicle Excise

Balance December 31, 1974	$ 318,941.88	
Committed 1975	71,770.92	
Refunds	6,054.80	
Abatements		37,264.30
Paid to Treasurer		253,701.93
Uncollected December 31, 1975		104,801.37
	$ 395,767.60	$ 395,767.60

1973 Motor Vehicle Excise

Balance December 31, 1974	$ 17,943.12	
Committed 1975	17,016.73	
Refunds	571.91	
Abatements		$ 10,172.84
Paid to Treasurer		15,384.89
Uncollected December 31, 1975		9,974.03
	$ 35,531.76	$ 35,531.76

1972 Motor Vehicle Excise

Balance December 31, 1974	$ 20,789.58	
Refunds	42.63	
Abatements		59.13
Paid to Treasurer		1,102.00
Uncollected December 31, 1975		19,671.08
	$ 20,832.21	$ 20,832.21

Water Use

Balance December 31, 1974	$ 113,608.40	
Committed 1975	520,785.76	
Refunds	156.40	
Abatements		$ 1,532.01
Paid to Treasurer		562,628.81
Uncollected December 31, 1975		70,389.74
	$ 634,550.56	$ 634,550.56

Sewer Rentals

Balance December 31, 1974	$ 15,025.65	
Committed 1975	124,806.16	
Refunds	245.40	
Abatements		646.09
Paid to Treasurer		135,794.83
Uncollected December 31, 1975		3,636.29
	$ 140,077.21	$ 140,077.21

1976 Personal Property

Committed August 29, 1975	$ 224,694.78	
Refunds	2.16	
Abatements		239.81
Paid to Treasurer		112,236.10
Uncollected December 31, 1975		112,221.03
	$ 224,696.94	$ 224,696.94

1976 Personal Property (Farm Animal Excise)

Committed August 29, 1975	$ 55.00	
Paid to Treasurer		55.00
	$ 55.00	$ 55.00

1975 Personal Property

Balance December 31, 1974	$ 91,667.03	
Paid to Treasurer		$ 89,574.46
Uncollected Decemb er 31, 1975		2,092.57
	$ 91.667.03	$ 91,667.03

	1974 Personal Property	
Balance December 31, 1974	$ 1,000.13	
Paid to Treasurer		------
Balance December 31, 1975		$ 1,000.13
	$ 1,000.13	$ 1,000.13
	1973 Personal Property	
Balance December 31, 1974	$ 1,937.06	
Paid to Treasurer		------
Balance December 31, 1975		1,937.06
	$ 1,937.06	$ 1,937.06
	1972 Personal Property	
Balance December 31, 1974	$ 475.51	
Paid to Treasurer		------
Balance December 31, 1975		475.51
	$ 475.51	$ 475.51
	1971 Personal Property	
Balance December 31, 1974	$ 442.98	
Paid to Treasurer		------
Balance December 31, 1975		442.98
	$ 442.98	$ 442.98
	1970 Personal Property	
Balance December 31, 1974	$ 556.60	
Paid to Treasurer		------
Balance December 31, 1975		556.60
	$ 556.60	$ 556.60
	Advance Payments - Betterments	
Committed 1975	$ 19,729.14	
Paid to Treasurer		$ 19,729.14
	$ 19,729.14	$ 19,729.14
	Unapportioned Betterments	
Committed 1975	$ 231,240.68	
Abatements		200.00
Refunds	------	
Paid to Treasurer		$ 11,572.98
Uncollected December 31, 1975		219,467.70
	$ 231,240.68	$231,240.68
Municipal Lien Certificates	$ 2,368.00	
Paid to Treasurer		2,368.00
	$ 2,368.00	$ 2,368.00

Departmental Accounts

Public Works	Veterans	Moth	Forestry
Balance Decemb er 31, 1974	$ 11,906.17		
Committed 1975	51,577.52		
Paid to Treasurer			$ 50,749.45
Uncollected December 31, 1975			12,734.24
	$ 63,483.69		$ 63,483.69

C. DEWEY SMITH
Collector of Taxes

ANNUAL REPORT

of

THE TOWN ACCOUNTANT

for the year ending

DECEMBER 31, 1975

Receipts and Expenditures

REPORT OF THE TOWN ACCOUNTANT

In accordance with Section 61, Chapter 41 of the General Laws, submitted herewith is the financial report of the Accounting Department for the financial year of July 1, 1974 — June 30, 1975.

All invoices and payrolls submitted for payment were processed on fifty one (51) Treasury Warrants which amounted to $108,447,648.81 for which the Treasury Department issued fifty one thousand three hundred sixty nine (51,369) checks.

The total receipts reported by the Town Treasurer, during the financial year were $111,778,811.88. The cash balance on hand June 30, 1975 was $3,331,163.07, plus invested cash of $937,957.53 for a total of $4,269,120.60 and is an increase of $1,825,066.48 from the balance on hand on June 30, 1974.

Monthly notices of appropriation condition were forwarded on State approved forms to all town officers, committees and boards charged with the expenditures of town funds. At the time of this report, there are no known unpaid bills of previous years.

The unexpended appropriations, exclusive of Water, returned to the Revenue Account amounted to $154,542.33 a decrease of $62,769.13 over June 30, 1974.

As required by law, under Section 54A, Chapter 41 of the General Laws, notice was given to the Board of Assessors of the total receipts for the calendar year of 1974, excluding taxes, loans, trust funds, federal and state grants and revolving funds, and the source of such receipts was specified. The actual collection in this group of receipts was $56,748.87 higher than the estimate used in determining the 1974/1975 tax rate.

Appended to this report are the following schedules:

A General Cash Account.

B Schedule of Receipts.

C Balance Sheet showing the financial condition of the town.

D Special Assessments Revenue Not Due.

E Statement of Funded Debt.

F Town Debt Accounts.

G Trust and Investment Accounts.

H Summary of Appropriations and Expenditures.

RICHARD E. GOULD
Town Accountant

SCHEDULE A

GENERAL CASH ACCOUNT 1974/1975

Balance July 1, 1974		898,928.69
Receipts:		
July 1974	6,167,525.43	
August	5,481,346.43	
September	3,890,913.89	
October	3,128,592.79	
November	12,377,244.41	
December	10,833,743.43	
January 1975	10,169,980.11	
February	6,624,372.65	
March	5,189,452.11	
April	5,931,077.37	
May	18,983,418.59	
June	22,102,215.98	
Total Cash for Financial Year		111,778,811.88
Less Disbursements:		
July 1974	6,198,663.95	
August	6,333,991.41	
September	3,232,577.92	
October	3,020,474.85	
November	11,500,218.72	
December	9,382,587.56	
January 1975	11,803,583.73	
February	6,852,162.49	
March	5,698,643.78	
April	4,673,930.85	
May	20,690,491.58	
June	19,060,321.97	108,447,648.81
Balance June 30, 1975		3,331,163.07

SCHEDULE B

RECEIPTS 1974—1975

TAXES

Current Year:			
Personal Property		181,994.64	
Real Estate		8,608,863.55	
In Lieu of Taxes:			
State		80,245.82	
Municipal Light		245,611.80	9,116,715.81
Previous Years:			
Personal Property		1,297.76	
Real Estate		312,592.86	
Tax Title Redemption		867.67	314,758.29
From The State:			
Chapter 69 Special Education		178,447.91	
Chapter 70 School Aid		1,558,210.65	
Chapter 29, 2D Lottery		167,905.08	1,904,563.64

Licenses and Permits

Selectmen:			
Liquor	4,900.00		
Other	307.00	5,207.00	
Health		662.50	
Police		3,710.00	
Building		5,178.87	
Plumbing		1,468.00	16,226.37

Fines and Forfeits

Court Fines	5,763.50	
Dog Officer	225.00	5,988.50

Grants and Gifts

From the Federal Government:		
Revenue Sharing PL92-512	277,452.00	
School Lunch	96,814.53	

Aid to Schools PL874		38,294.00	
Low Income Families		309.00	
Occupational Compentance		8,000.00	
Teachers Title I		23,094.00	
Drug Abuse		8,275.00	
Social Discovery		2,599.00	
EPA—Sewer Reimbursement		34,500.00	
Win Program—Employee Grant		6,491.50	495,829.03
From the Commonwealth of Massachusetts:			
Special Education		117,262.00	
Magnet Education		19,000.00	
Beano		637.64	
Chapter 90 Maintenance		1,721.75	
Free Public Library		8,452.13	
Highway Fund Chapter 497		22,800.00	
Highway		137,466.85	
Conservation Land Reimbursement		92,615.29	
Civil Defense		247.36	
Veterans Benefits		45,394.21	
Bicentennial Committee Fund		750.00	
School Construction Aid:			
High Addition	140,748.52		
Coolidge Jr. High	23,361.22		
Alice Barrows	13,812.88		
Birch Meadow	16,051.14		
J. Warren Killam	33,080.00	227,053.76	
School Reimbursements:			
Transportation		2,342.03	
Educ. Deaf & Blind Pupils		20,339.00	
Vocational Education		11,744.00	
Regional District Aid		175,951.75	
Racial Imbalance (METCO		83,847.00	967,624.77
From the County of Middlesex:			
Chapter 90 Maintainence		1,721.74	
Dog Licenses		4,722.68	6,444.42
From Individuals:			
Veterans' Recoveries			1,776.70

Special Assessments

Sewer:			
Unapportioned	22,945.36		
Added to Taxes 1975	443.27		
Added to Taxes 1974	34,171.67		
Added to Taxes 1973	292.11		
Added to Taxes 1972	127.86		
Added to Taxes 1971	81.69		
Added to Taxes 1970	48.75		
Added to Taxes 1969	25.00		
Paid in Advance	7,529.50	65,665.21	
Sewer House Connections:			
Unapportioned	7,605.44		
Added to Taxes 1975	212.01		
Added to Taxes 1974	33,576.84		
Added to Taxes 1972	28.76		
Added to Taxes 1971	28.76		
Added to Taxes 1970	28.76		
Added to Taxes 1969	28.76		
Paid in Advance	3,656.65	45,165.98	
Sidewalk:			
Unapportioned	700.80		
Added to Taxes 1975	41.28		
Added to Taxes 1974	1,875.69		
Added to Taxes 1973	10.26		
Paid in Advance	1,339.36	3,967.39	
Street:			
Added to Taxes 1975	101.46		
Added to Taxes 1974	6,379.15		
Added to Taxes 1973	140.73		
Added to Taxes 1972	101.55		
Added to Taxes 1970	40.23		
Paid in Advance	170.09	6,933.21	
Water:			
Added to Taxes 1974		189.30	121,921.09

Privileges

Motor Vehicle Excise:		
Current Year	265,803.62	
Previous Years	676,017.67	941,821.29
Farm Animal Excise:		
Current Year	33.00	
Previous Year	33.00	66.00

Departmental Revenue

General Government:		
Selectmen:		
Advertising Hearings	10.00	
Depot Income	143.60	
Lease of Land	100.00	
Miscellaneous	152.10	
Treasurer:		
Bank Checks	1,216.49	
Miscellaneous	.02	
Collector:		
Certification of Liens	2,553.70	
Fees and Costs	2,317.50	
Town Clerk:		
Dog Licenses	781.90	
Sporting Licenses	169.35	
Other	5,228.70	
Town Counsel Fees	3,997.38	
Board of Appeal Hearings	968.40	
Board of Assessors	136.50	
Planning Board	105.00	17,880.64
Protection of Persons and Property:		
Police Bicycle Registration	49.25	
Fire Ambulance	2,351.60	
Gas Inspector Fees	388.50	
Wire Inspector Fees	1,601.00	
Sealer of Weights & Measures Fees	513.40	
Forestry	5,081.72	9,985.47
Health and Sanitation:		
Inspector of Milk and Food	321.50	
Sewer Rentals	103,394.90	
Sewer Pumping Permits	75.00	
Drain Layer Fees	2,700.00	
Dump Fees	2,003.50	
Recycling	952.75	109,447.65
Highways:		
Sale of Gasoline	4,379.33	
Miscellaneous	192.20	4,571.53
Schools:		
Adult Education	10,229.34	
Driver Education	3,955.00	

Rentals/Custodians	17,940.78		
Vandalism	152.13		
Sale of Junk	83.88		
Miscellaneous	331.50	32,692.63	
Library:			
Fines	9,639.39		
Copy Service	4,985.54		
Sale of Books	368.40		
Book Fund	1,129.87	16,123.20	
Recreation:			
Swimming Pool	2,243.00		
Programs	2,842.50	5,085.50	
Conservation Commission		200.00	
Council for the Aging		2,372.50	
Unclassified:			
Light Group Insurance	18,517.00		
Light Insurance	37,659.67		
Sewer Insurance	6,500.00		
Water Insurance	8,500.00		
Dividends Insurance	13,777.65		
Dividends Life Insurance	25,242.00	110,196.32	
Telephones:			
Public Works	137.82		
Schools	1,085.21	1,223.03	
Damage Claims:			
Police		440.00	310,218.47

Public Service Enterprise

Municipal Light:			
Sale of Light and Power)	13,932,290.18		
Merchandise and Jobbing)			
Miscellaneous Refunds)			
Invested Funds and Income	383,997.95	14,316,288.13	
PW Water:			
Rates	408,864.55		
Services and Repairs	52,910.27		
Liens Added to Taxes:			
1975	5,358.41		
1974	18,368.31		
1973	54,463.60		
1972	123.03	540,088.17	

Cemeteries

Sale of Lots and Graves	9,600.00		
Miscellaneous	18,186.45	27,786.45	14,884,162.75

Interest

Personal Property & Real Estate Tax	40,316.89		
Motor Vehicle Excise	935.74		
Special Assessments	21,147.33		
Sewer Rentals	152.57		
Cash Investments	74,502.02		
Accrued	373.83		
Tax Titles	472.37		
Cemetery Perpetual Care Fund	18,730.69	156,631.44	
Public Trust Funds:			
Hospital:			
Parker	26,415.07		
Grouard	12,771.26	39,186.33	
Library:			
Appleton	318.76		
Appleton—Mansfield	493.75		
Foster	840.00		
Public	63.76		
Torrey	32.50		
Walden	63.76	1,812.53	
Scholarship:			
Parker	535.90		
Sawyer	568.75	1,104.65	198,734.95
Federal Revenue Sharing PL92—512			42,512.39

Municipal Indebtedness

Temporary Loans:		
In Anticipation of:		
Tax Revenue	1,500,000.00	
Highway Reimbursement	4,000.00	
Serial Issues	979,000.00	2,483,000.00

Agency and Revolving Funds

Dog Licenses Due County	6,808.10	
Sporting Licenses Due State	5,316.25	
School Lunch	315,942.74	
School Athletics	13,595.72	
Community Center	12,880.79	
Police Off Duty Details	33,955.36	
Payroll Deductions:		
Federal Tax	1,413,225.24	
State Tax	379,431.72	
Blue Cross/Blue Shield	175,993.03	
Life Insurance	20,998.70	
Teachers Retirement	225,187.76	
Teachers Annuities	80,126.94	
Teachers Dues	29,033.17	
Other Dues	13,086.19	
U.S. Savings Bonds	25,331.26	
U.S. Savings Bonds MLD	12,356.25	
Retirement	103,697.03	
Miscellaneous	1,050.93	
Credited Income:		
Library	3,000.00	
Replacement Chapter 44,53,3	2,255.70	
Replacement Chapter 44,53,2:		
School	1,050.00	
Public Works	1,502.68	
Police	4,961.33	
Guarantee Deposit Water	620.00	2,881,406.89

Refunds and Transfers

Refunds:		
Appropriations	64,068.00	
Revenue Accounts	166,809.83	230,877.83
Other:		
Payroll Clearing Accounts	1,199,950.76	
Trust Funds Investments	137,294.80	
Cemetery Perpetual Care Bequests	18,800.00	
Cash Investments	74,918,870.98	
Tailings	281.85	76,275,198.39
Federal Revenue Sharing Funds Invested		1,222,194.93
Total Receipts for 1974/1975		112,422,042.51
Cash on Hand July 1, 1974		2,898,599.36
Grand Total for 1974/1975		115,320,641.87

The Commonwealth of Massachusetts
Department of Corporations and Taxations
Bureau of Accounts
P.O. Box 7015
Boston, Massachusetts, 02204

Attention: Director of Accounts

Dear Mr. McGill:

Enclosed is the Balance Sheet for the Town of Reading for the fiscal year ending June 30, 1975, for the purpose of enabling you to certify "free cash" as of June 30, 1975.

Please be advised that all amounts affecting appropriations from "free cash" at our Annual Town Meeting held in May and June of 1975 have been recorded and are reflected in the Balance Sheet.

Very truly yours,

RICHARD E. GOULD
Town Accountant

SCHEDULE C—1

TOWN OF READING

BALANCE SHEET JUNE 30, 1975

ASSETS

Cash:		
General	3,331,163.07	
Cash Investments	937,957.53	4,269,120.60
Town Treasurer Cash Discrepancy		2,866.11
Petty Cash Advances:		
Collector	100.00	
Library	15.00	
Municipal Light	500.00	
Police	20.00	
Schools	384.00	
Selectmen	50.00	
Water	100.00	
Council for Aging	50.00	
Treasurer	500.00	1,719.00

Accounts Receivable:			
Taxes:			
Levy of 1975:			
Personal Property	2,750.61		
Real Estate	163,311.21	166,061.82	
Levy of 1974/1973:			
Personal Property	2,748.04		
Real Estate	51,262.41	54,010.45	
Levy of 1972:			
Personal Property	586.32		
Real Estate	11,545.66	12,131.98	
Levy of 1971:			
Personal Property	442.98		
Real Estate	8,084.72	8,527.70	
Levy of 1970:			
Personal Property	556.60		
Real Estate	7,940.58	8,497.18	
Levy of 1969:			
Real Estate		5,995.06	
Levy of 1968:			
Real Estate		2,204.29	
Levy of 1967:			
Real Estate		1,652.79	
Levy of 1966:			
Real Estate		676.97	
Levy of 1965:			
Real Estate		194.02	259,952.26
Farm Animal Excise:			
Levy of 1973		33.00	
Levy of 1972		18.68	51.68
Motor Vehicle Excise:			
Levy of 1975:		138,018.27	
Levy of 1974		61,698.24	
Levy of 1973:		27,529.69	
Levy of 1972:		19,789.90	
Levy of 1971:		21.82	
Levy of 1970:		62.70	247,120.62
Special Assessments:			
Unapportion Sewer		—283.32	
Sewer:			
Added to Taxes 1975	—443.27		
Added to Taxes 1974	2,501.74		
Added to Taxes 1973	1,404.73		
Added to Taxes 1972	306.05		

Added to Taxes 1971	434.45	
Added to Taxes 1970	302.85	
Added to Taxes 1969	87.65	
Added to Taxes 1968	53.46	4,647.66
Sewer House Connections:		
Added to Taxes 1975	—212.01	
Added to Taxes 1974	700.42	
Added to Taxes 1973	295.79	
Added to Taxes 1972	116.60	900.80
Sidewalk:		
Added to Taxes 1975	—41.28	
Added to Taxes 1974	68.93	
Added to Taxes 1973	—45.78	
Added to Taxes 1972	10.63	
Added to Taxes 1971	.00	
Added to Taxes 1970	83.98	
Added to Taxes 1969	83.96	
Added to Taxes 1968	83.96	
Added to Taxes 1967	83.96	
Added to Taxes 1966	83.96	
Added to Taxes 1965	83.96	496.28
Street:		
Added to Taxes 1975	—101.46	
Added to Taxes 1974	469.68	
Added to Taxes 1973	64.36	
Added to Taxes 1972	137.14	
Added to Taxes 1971	101.82	
Added to Taxes 1970	73.68	
Added to Taxes 1969	73.68	
Added to Taxes 1968	58.41	
Added to Taxes 1967	35.19	912.50
Water Mains Extension:		
Added to Taxes 1974	104.60	
Added to Taxes 1973	56.85	
Added to Taxes 1972	35.00	
Added to Taxes 1971	35.00	
Added to Taxes 1970	35.00	
Added to Taxes 1969	35.00	
Added to Taxes 1968	35.00	
Added to Taxes 1967	35.00	371.45
Committed Interest:		
Added to Taxes 1975	—266.19	
Added to Taxes 1974	814.80	

Added to Taxes 1973	473.13		
Added to Taxes 1972	166.20		
Added to Taxes 1971	202.97		
Added to Taxes 1970	140.31		
Added to Taxes 1969	78.29		
Added to Taxes 1968	77.48		
Added to Taxes 1967	50.40		
Added to Taxes 1966	16.79		
Added to Taxes 1965	20.15	1,774.33	
Sewer Rentals		37,506.54	46,326.24
Tax Titles and Possessions:			
Tax Titles		2,066.16	
Tax Possessions		4,549.80	6,615.96
State & County Aid to Highways Revenue			8,000.00
Income Due from Cemetery Perpetual Care Funds Bequests			35,000.00
Underestimates—Metro. Area Planning Council 1974			1,301.87
Revenue Account 1975			14,039,684.92
Loans Authorized			3,479,650.00
Departmental Revenue:			
Public Works		337.85	
Forestry		764.93	
Veterans Aid		790.94	1,893.72
Water:			
Rates, etc.		197,539.49	
Liens:			
Added to Taxes 1975	—3,974.11		
Added to Taxes 1974	—1,596.45		
Added to Taxes 1973	— 395.29		
Added to Taxes 1972	862.80		
Added to Taxes 1971	1,485.67		
Added to Taxes 1970	537.85		
Added to Taxes 1969	440.05		
Added to Taxes 1968	77.50		
Added to Taxes 1967	88.81		
Added to Taxes 1966	27.60	—2,445.57	195,093.92
Light:			
Rates, etc.		1,935,350.26	
Consumers' Deposits		128,428.00	2,063,778.26
Total			24,658,175.16

LIABILITIES

Loans Authorized Unissued		2,500,650.00
Temporary Loans:		
In Anticipation Highway Reimbursement		4,000.00
In Anticipation Serial Issue		979,000.00
Guarantee Deposits:		
Audubon Road	27,370.41	
Light Consumers Deposits	128,428.00	152,798.41
Agency:		
Dog Licenses Due to County	684.05	
Withholding Taxes Federal	276.99	
Withholding Taxes State	3,640.75	
P/R Deductions Blue Cross	37,830.08	
P/R Deductions Life Insurance	2,523.74	
P/R Deductions Teachers Retirement	100.95	
P/R Deductions Teachers Annuity	1,754.26	
P/R Deductions Union Dues	201.50	
P/R Deductions Savings Bond Town	1,391.26	
P/R Deductions Savings Bonds Light	18.75	48,422.33
County Aid to Highways:		
Chapter 90 Maintenance 1974	1,721.75	
Chapter 90 Maintenance 1973	1,721.74	3,443.49
Tailings Unclaimed Checks		4,808.90
Sale of Real Estate		38,675.00
Recoveries Veterans Benefits		4,228.29
Public Library Book Fund		19.61
Salvage Committee Fund		6,672.03
Federal Grants:		
PL 91—527 Drug Abuse	6,158.00	
PL 90—576 Career Discovery	3,615.72	
PL 874 Aid to Schools	38,073.00	47,846.72
State Grants:		
Metco	28,589.10	
Magnet Education Social Discovery	902.64	
Special Needs	117,262.00	146,753.74
Revolving Funds:		
School Lunch	44,533.98	
School Athletics	10,072.61	
Employee Grant — WIN Program	775.75	

Community Center Building Fund		392.71	
Police Officers Off Duty Work		285.78	
Reading BiCentennial Commission Fund		1,015.56	
Replacement Chapter 44, 53, 2		2,722.24	
Replacement Chapter 44, 53, 3		1,575.57	61,374.20
Trust Funds Income:			
Parker Hospital Fund			490.00
Cemeteries Sale of Lots and Graves Fund			5,364.42
Cemeteries Perpetual Care Funds Bequests			715.00
Northern Residents Assoc. Scholarship Fund			1,130.78
State Highway Funds			22,800.00
Appropriated Balances:			
Revenue:			
General		335,517.84	
Light		1,985,738.56	
Water		00	
Non—Revenue		350,491.54	
ATM 1975/1976 Not Available Prior July 1, 1975		14,503,169.61	17,174,917.55
Overestimates:			
Parks and Reservations		935.90	
Metropolitan Sewerage		5,290.55	
Metropolitan Air Pollution Control		506.38	
M.B.T.A.		5,120.55	
Ipswich River Watershed District		20.77	
Special Education		49,000.00	
County Tax	14,374.19		
County Hospital Assessment	32,936.92	47,311.11	108,185.26
Overlay Surplus Revenue			8,545.23
Overlay Reserved for Abatements:			
Levy of 1975		93,168.27	
Levy of 1974/1973		48,271.35	
Levy of 1972		66,106.42	
Levy of 1971		21,884.73	
Levy of 1970		8,497.18	
Levy of 1969		5,995.06	
Levy of 1968		2,204.29	
Levy of 1967		1,652.79	247,780.09
Reserve for Petty Cash			1,719.00

Revenue Reserved Until Collected:		
Farm Animal Excise	51.68	
Motor Vehicle Excise	247,120.62	
Special Assessments	46,326.24	
Tax Title and Possessions	6,615.96	
Departmental	1,893.72	
Water	195,093.92	
Light	1,935,350.26	2,432,452.40
Surplus Revenue:		
General	608,804.01	
Water	46,578.70	655,382.71
Total		24,658,175.16

SCHEDULE C—2

TOWN OF READING

FEDERAL REVENUE SHARING PL 92—512

BALANCE SHEET JUNE 30, 1975

ASSETS

Special Cash Account	77,254.35	
PL 92—512 Account	176,768.72	
Total		254,023.07

LIABILITIES

Appropriations from PL 92—512 Authorized:		
Police Salaries	153,693.00	
Fire Salaries	100,000.00	
Recreation Commission Youth Program	330.07	
Total		254,023.07

SCHEDULE D

SPECIAL ASSESSMENTS REVENUE NOT DUE

Apportioned Assessments

Year	Sewer	Sewer House Connections	Sidewalk	Street	Water Mains	Total
1975	41,459.46	39,265,33	2,363.40	6,430.83	293.90	89,812.92
1976	38,198.54	36,168.24	2,154.91	6,083.36	293.90	82,898.95
1977	34,821.57	34,169.50	1,960.19	5,551.92	293.90	76,797.08
1978	32,107.84	30,161.96	1,559.83	4,989.95	294.01	69,113.59
1979	29,244.83	28,231.98	1,461.22	4,079.37	238.87	63,256.27
1980	25,651.86	25,214.58	1,298.89	3,514.19	238.87	55,918.39
1981	20,207.66	19,480.73	1,233.05	3,152.37	238.87	44,312.68
1982	16,392.74	15,257.32	1,204.81	3,087.61	238.87	36,181.35
1983	9,641.75	10,702.89	951.13	2,872.87	238.92	24,407.56
1984	6,798.69	6,328.80	770.31	2,768.07	142.79	16,808.66
1985			558.98	2,660.64	142.79	3,362.41
1986			520.68	2,618.56	142.79	3,282.03
1987			446.95	2,618.63	83.29	3,148.87
1988			384.85	2,531.07	83.64	2,999.56
1989			342.56	1,579.56		1,922.12
1990			282.38	1,420.75		1,703.13
1991			259.84	355.26		615.10
1992			238.53	348.76		587.29
1993			46.35	17.81		64.16
1994			11.79			11.79
Totals	254,524.94	244,981.33	18,050.65	56,681.58	2,965.41	577,203.91

SCHEDULE E

DEBT STATEMENT

(Also Amounts Due for Principal and Interest During July 1, 1975 Through June 30, 1976)

	Year Issued	Rate of Interest	Outstanding July 1, 1974	Added in 1974/1975	Pain in 1974/1975	Outstanding June 30, 1975	Due 1975/1976 Principal	Due 1975/1976 Interest	Date of Maturity
Light Additional Power Lines	* 1955	2.60	10,000.00		5,000.00	5,000.00	5,000.00	65.00	1975
Light Sub-Station Lynnfield	* 1956	2.90	90,000.00		30,000.00	60,000.00	30,000.00	1,305.00	1976
School Birch Meadow	1956	2.90	60,000.00		20,000.00	40,000.00	20,000.00	870.00	1976
School Birch Meadow	* 1956	2.90	60,000.00		20,000.00	40,000.00	20,000.00	870.00	1976
Water Wells Development	* 1959	3.70	5,000.00		5,000.00				1974
School Coolidge Jr. High	1960	3.75	150,000.00		30,000.00	120,000.00	30,000.00	4,500.00	1979
School Coolidge Jr. High	* 1960	3.75	125,000.00		25,000.00	100,000.00	25,000.00	3,750.00	1979
Water Treatment Plant	* 1961	3.30	182,000.00		24,000.00	158,000.00	24,000.00	4,818.00	1981
Water Wells Development	* 1961	3.30	18,000.00		6,000.00	12,000.00	6,000.00	297.00	1976
School Alice Barrows	* 1963	3.00	310,000.00		35,000.00	275,000.00	35,000.00	7,755.00	1983
Water Aqueducts and Mains	* 1964	3.10	165,000.00		15,000.00	150,000.00	15,000.00	4,417.50	1984
Water Reservoir	* 1968	4.50	130,000.00		15,000.00	115,000.00	15,000.00	5,175.00	1983
Sewer Construction	1968	4.40	150,000.00		10,000.00	140,000.00	10,000.00	5,940.00	1988
Sewer Construction	1968	4.40	225,000.00		15,000.00	210,000.00	15,000.00	8,910.00	1988
School Killam	* 1968	4.40	1,190,000.00		80,000.00	1,110,000.00	80,000.00	47,080.00	1988
Sewer Interceptor	1968	4.40	225,000.00		15,000.00	210,000.00	15,000.00	8,910.00	1988
Sewer Interceptor	1969	5.30	395,000.00		25,000.00	370,000.00	25,000.00	19,610.00	1990
Sewer Construction	1970	6.20	25,000.00		25,000.00				1975
School Memorial High Renovations	1970	6.20	85,000.00		15,000.00	70,000.00	15,000.00	4,340.00	1980
School Memorial High Addition	* 1970	6.20	865,000.00		60,000.00	805,000.00	60,000.00	49,910.00	1989
School Memorial High Addition	* 1970	6.20	2,330,000.00		150,000.00	2,180,000.00	150,000.00	135,160.00	1990
Sewer Construction	1970	6.00	680,000.00		40,000.00	640,000.00	40,000.00	37,200.00	1990
Incinerator Construction	1970	6.00	1,225,000.00		75,000.00	1,150,000.00	75,000.00	66,750.00	1990
Light Enlarge Municipal Plant	* 1970	6.00	510,000.00		30,000.00	480,000.00	30,000.00	27,900.00	1990
School Memorial High Addition	* 1971	4.75	2,380,000.00		140,000.00	2,240,000.00	140,000.00	106,400.00	1991
Sewer Construction	1972	4.25	880,000.00		100,000.00	780,000.00	100,000.00	31,025.00	1982
Water Systems Improvements	* 1972	4.50	360,000.00		40,000.00	320,000.00	40,000.00	13,500.00	1982
Totals			12,830,000.00		1,050,000.00	11,780,000.00	1,020,000.00	596,457.50	
Inside Debt Limit			4,100,000.00		370,000.00	3,730,000.00	345,000.00	188,055.00	
*Outside Debt Limit			8,730,000.00		680,000.00	8,050,000.00	675,000.00	408,402.50	

SCHEDULE F

DEBT ACCOUNTS 1974/1975

Inside Debt Limit:			
Incinerator Construction 1970		1,150,000.00	
Sewer:			
Construction 1972	780,000.00		
Construction 1970	640,000.00		
Interceptor 1969	370,000.00		
Interceptor 1968	210,000.00		
Construction 1968	140,000.00		
Construction 1968	210,000.00	2,350,000.00	
School:			
Memorial High Renovations 1970	70,000.00		
Coolidge Jr. High 1960	120,000.00		
Birch Meadow 1956	40,000.00	230,000.00	3,730,000.00
Outside Debt Limit:			
School:			
Memorial High Addition 1971	2,240,000.00		
Memorial High Addition 1970	2,985,000.00		
Killam 1968	1,110,000.00		
Alice Barrows 1963	275,000.00		
Coolidge Jr. High 1960	100,000.00		
Birch Meadow 1956	40,000.00	6,750,000.00	
Water:			
Construction 1972	320,000.00		
Reservoir 1968	115,000.00		
Aqueducts and Mains 1964	150,000.00		
Wells Development 1961	12,000.00		
Treatment Plant 1961	158,000.00	755,000.00	

Light:			
Enlarge Municipal Plant 1970	480,000.00		
Sub-Station Lynnfield 1956	60,000.00		
Additional Power Lines 1955	5,000.00	545,000.00	8,050,000.00
Total Funded or Fixed Debt			11,780,000.00

SCHEDULE G

TRUST AND INVESTMENT ACCOUNTS

Hospital Funds:		
Gilman L. Parker	476,194.10	
Anne S. Grouard	208,656.83	
Stephen Foster	8,959.67	693,810.60
Scholarship Funds:		
Parker	5,504.53	
Brown	1,131.88	
Sawyer	5,266.83	
Torre	5,023.22	
Parker—Loan	3,814.94	20,741.40
Library Funds:		
Appleton	5,425.84	
Appleton—Mansfield	15,700.58	
Foster	13,382.20	
Pierce	550.18	
Public	1,118.84	
Torrey	1,088.21	
Tuttle	608.29	
Waldin	1,940.69	
Shepardson Book	1,312.39	41,127.22
Cemetery Perpetual Care Funds:		
Laurel Hill	177,294.18	
Forest Glen	214,392.23	391,686.41
Stabilization Fund		278.98
Total Cash and Securities		1,147,644.61

SCHEDULE H

SUMMARY OF APPROPRIATIONS AND EXPENDITURES FOR THE PERIOD 07-01-74 06-30-75

	July 1, '74 Balance	Appropri-ations	Loans Transfers and Other Credits	Totals	Expended on Selectmen's Warrants	Debit Trans-fers & Other Charges	Unexpended Balances Closed to Revenue	Balances Forward and Overdrafts
GENERAL GOVERNMENT:								
Board of Selectmen Executive Secretary		15,000.00		15,000.00	15,000.00			
Board of Selectmen Clerical		10,372.00		10,372.00	7,767.73		2,604.27	
Board of Selectmen Expense		4,500.00	2,887.20	7,387.20	7,274.31		7.89	105.00
Town Accountant Salary		13,437.00		13,437.00	13,437.00			
Town Accountant Asst. Accountant Salary		8,508.00		8,508.00	8,508.00			
Town Accountant Clerical		2,417.00		2,417.00	130.25		2,286.75	
Town Accountant Expense		1,779.00	100.00	1,879.00	1,878.39		.61	
Town Treasurer's Salary		7,500.00		7,500.00	7,500.00			
Town Treasurer Clerical		12,452.00		12,452.00	12,451.39		.61	
Town Treasurer Expense		9,905.00	7,659.94	17,564.94	17,548.45		16.49	
Town Treasurer Redemption & Foreclosing Expense		1,200.00		1,200.00				1,200.00
Town Collector Salary		6,400.00		6,400.00	6,400.00			
Town Collector Clerical		23,650.00	1,865.00	25,515.00	25,485.14		29.86	
Town Collector Expense		7,500.00	6,300.00	13,800.00	13,492.66		307.34	
Board of Assessor Salary		5,100.00		5,100.00	5,100.00			
Board of Assessor Clerical/Appraiser		39,326.00	1,291.00	40,617.00	40,091.00		526.00	
Board of Assessor Expense		7,175.00	179.50	7,354.50	6,065.42		1,039.08	250.00
Town Clerk Salary		6,400.00		6,400.00	6,400.00			
Town Clerk Clerical		15,829.00		15,829.00	15,111.84		717.16	
Town Clerk Expense		5,850.00		5,850.00	5,752.60		97.40	
Board of Registrars Salaries		960.00		960.00	960.00			
Board of Registrars Expense		200.00		200.00	163.75		36.25	
Election & Registration		26,600.00	2,800.00	29,400.00	28,681.73		438.27	280.00
Census School Age Children		800.00		800.00	800.00			
Town Counsel Professional Services		35,500.00		35,500.00	35,482.80		17.20	
Town Counsel Legal Expense	780.59	4,500.00		5,280.59	3,668.88		1,611.71	
Town Counsel Damage Claims	3,189.85			3,189.85		600.00		2,589.85
Planning Board Expense		500.00	250.00	750.00	635.73		114.27	
Planning Board Engaging Consultant		28,000.00		28,000.00	25,775.00			2,225.00
Finance Committee Clerk		1,200.00		1,200.00	1,200.00			
Finance Committee Expense		300.00		300.00	245.04		54.96	
Finance Committee Consultant Study PL92-512	2,000.00			2,000.00	2,000.00			
Personnel Board's Expense	78.70	900.00		978.70	787.23		191.47	
Board of Appeals Expense		1,800.00		1,800.00	1,755.78		44.22	
Industrial Commission Expense	858.88			858.88				858.88
Municipal Building Superintendent's Salary		10,388.00		10,388.00	10,388.00			
Municipal Building Town Hall Custodian		7,701.00		7,701.00	7,699.92		1.08	
Municipal Building Maintenance		10,518.00		10,518.00	10,481.71		36.29	
Depot Maintenance		1,874.00		1,874.00	1,639.33		.67	234.00

Municipal Building Heating System Renovation		10,000.00		10,000.00	9,998.83		1.17	
Charter Commission			2,000.00	2,000.00	26.75			1,973.25
Community Center Building Fund	614.49	20,740.00	12,880.79	34,235.28	33,842.57			392.71
TOTAL for GENERAL GOVERNMENT	7,522.51	366,781.00	38,213.43	412,516.94	391,627.23	600.00	10,181.02	10,108.69
PROTECTION of PERSONS and PROPERTY:								
Police Salaries PL92-512		360,000.00		360,000.00	359,889.64		110.36	
Police Salaries		229,158.00		229,158.00	229,158.00			
Police Traffic Control Schools		42,900.00		42,900.00	39,372.00		3,528.00	
Police Station Custodian Salary		2,519.00		2,519.00	2,518.91		.09	
Police Maintenance 1973/74	445.70			445.70	99.80			345.90
Police Maintenance		47,500.00	8,008.66	55,508.66	55,458.70			49.96
Police Traffic Lights		5,000.00	1,000.00	6,000.00	5,987.43		12.57	
Police New Uniforms	2,391.54	8,600.00		10,991.54	10,629.92			361.62
Police Cruisers (3)		10,000.00	2,200.00	12,200.00				12,200.00
Police Install Automatic Garage Doors		1,700.00		1,700.00				1,700.00
Replacement Revolving Fund Chapter 44,S53,C2 Police			4,961.33	4,961.33	4,694.97			266.36
Police Officers Off Duty Work	144.00		33,955.36	34,099.36	33,669.52		144.06	285.78
Indemnification of Police & Fire Officers	12.78	2,500.00	2,107.51	4,620.29	4,138.75			481.54
Fire Salaries PL92-512		360,000.00		360,000.00	335,365.64		24,634.36	
Fire Salaries		340,054.00		340,054.00	340,054.00			
Fire Maintenance		37,000.00	37.65	37,037.65	36,925.90		111.75	
Fire Alarm Salaries		7,000.00		7,000.00	6,964.19		35.81	
Fire Alarm Expense		4,100.00		4,100.00	4,096.45		3.55	
Fire New Uniforms	2,493.51	3,620.00		6,113.51	3,890.98			2,222.53
Fire Auxiliary Protective Clothing		1,000.00		1,000.00	578.05			421.95
Fire Walkie Talkie		1,650.00		1,650.00	1,642.00		8.00	
Fire New Fire Alarm Truck		15,000.00		15,000.00	14,921.25		78.75	
Fire New Car		3,450.00	485.00	3,935.00	3,935.00			
Forestry Salaries		55,356.00	3,041.19	58,397.19	58,123.51		273.68	
Forestry Expense		11,500.00	32.39	11,532.39	11,523.67		8.72	
Forestry Tree Removal Including Labor		1,000.00		1,000.00	1,000.00			
Dutch Elm Disease Control	5,256.98			5,256.98	3,399.36			1,857.62
Truck with Existing Dump Body	1,051.00			1,051.00	1,051.00			
Forestry Tree Sprayer	1,906.94			1,906.94	1,181.57		725.37	
Forestry Tank for Sprayer	335.15			335.15	287.49		47.66	
Replacement Revolving Fund Chapter 44,S53,C2 Forestry			6,000.00	6,000.00	6,000.00			
Hydrant Rental		26,240.00		26,240.00	26,240.00			
Drinking Fountain Operation		100.00		100.00	100.00			
Forestry Tree Planting Fund		1,000.00		1,000.00	1,000.00			
Town Forest	2,642.11			2,642.11	187.04			2,455.07
Town Forest Land Taking ATM 1968 Art. 66			250.00	250.00	250.00			
Building Inspector Salaries		14,272.00		14,272.00	14,272.00			
Building Inspector Clerical		1,260.00		1,260.00			1,260.00	
Building Inspector Expense		2,300.00	530.00	2,830.00	2,786.80		43.20	
Sealer of Weights & Measures Salary		1,331.00		1,331.00	1,215.50		115.50	
Sealer of Weights & Measures Expense		350.00		350.00	349.83		.17	

Wiring Inspector Salary		4,200.00		4,200.00	3,650.04		549.96	
Wiring Inspector Expense		800.00		800.00	760.00			40.00
Dog Officer Salary		11,146.00		11,146.00	10,641.94		504.06	
Dog Officer Expense		6,250.00		6,250.00	3,472.53		2,617.47	160.00
Enforcement of Leash Law	8,616.95			8,616.95	1,051.66	5,020.00		2,545.29
Civil Defense Maintenance & Salary	255.26	1,400.00	247.36	1,902.62	1,669.88			232.74
Conservation Commission:								
Services & Salaries		10,000.00		10,000.00	9,340.86		659.14	
Expense 1974		2,131.00	6.71	2,137.71	2,137.71			
Fund 1974		8,000.00	3,200.00	11,200.00	10,819.90			380.10
Land Acquisition Art. 53		250.00		250.00				250.00
Land Acquisition Art. 54		58,000.00	56,396.14	114,396.14	113,843.85			552.29
Land Acquisition Art. 55		105,000.00		105,000.00	105,000.00			
Land Acquisition Art. 56		200.00		200.00				200.00
Updating Plans & Preparation Wetlands Map	877.33			877.33				877.33
Land Purchase 1973	178.25			178.25				178.25
Land Purchase 1973	12.94			12.94				12.94
Land Purchase 1973	1.00			1.00				1.00
TOTAL for PROTECTION of PERSONS and PROPERTY	26,621.44	1,804,837.00	122,459.30	1,953,917.74	1,885,347.24	5,020.00	35,472.23	28,078.27

	July 1, "74 Balance	Appropri-ations	Loans Transfers and Other Credits	Totals	Expended on Selectmen's Warrants	Debit Trans-fers & Other Charges	Unexpended Balances Closed to Revenue	Balances Forward and Overdrafts
HEALTH and SANITATION:								
Board of Health Salaries		7,594.00	92.16	7,686.16	7,686.16			
Board of Health Agent Salary		13,900.00	75.00	13,975.00	13,975.00			
Board of Health Expense		1,550.00		1,550.00	1,542.22		7.78	
Board of Health Care of Contagious Disease		7,500.00		7,500.00	4,955.13		2,544.87	
Board of Health Fluoridation		3,700.00		3,700.00	3,474.25		225.75	
Board of Health Mosquito Control		7,300.00		7,300.00	4,994.88		2,305.12	
Board of Health Child Welfare		2,270.00		2,270.00	2,270.00			
Board of Health Mental Health		28,964.00		28,964.00	28,964.00			
Board of Health 735 Program		26,000.00		26,000.00	26,000.00			
Plumbing Inspector Salary and Expense		1,600.00		1,600.00	1,189.40		410.60	
Animal Inspector Salary and Expense		550.00		550.00	550.00			
Gas Inspector Salary and Expense		600.00		600.00	299.33		300.67	
TOTAL for HEALTH and SANITATION		101,528.00	167.16	101,695.16	95,900.37		5,794.79	

PUBLIC WORKS:								
Board of Public Works Salaries		648,740.00		648,740.00	648,733.72		6.28	
Board of Public Works Expense		305,550.00	60.00	305,610.00	298,798.50		6,811.50	
Public Works Engineering Studies			55,000.00	55,000.00	29,253.39			25,746.61
Garage Fire Emergency	8,333.74			8,333.74	4,063.27			4,270.47
BPW Modifications to PW Facilities John St.		20,000.00		20,000.00	10,037.40			9,962.60
John St. Addition		4,350.00	140,000.00	144,350.00	111,426.92			32,923.08
BPW Purchase Road Machinery		47,000.00		47,000.00	47,000.00			
Shredder Purchase	499.60			499.60			499.60	
BPW Maint. & Const. Playground Facilities		20,000.00		20,000.00	19,922.72			77.28
BPW Snow & Ice Removal Salaries		150,000.00		150,000.00	99,089.86	12,500.00	38,410.14	
BPW Improve & Construct Town Ways		100,000.00		100,000.00	97,299.43			2,700.57
BPW Road Construction Salaries & Expense	6,696.38			6,696.38	6,696.38			
Construction of Audubon Road	1,815.14			1,815.14	1,815.14			
Chapter 90 Maintenance		2,000.00	4,000.00	6,000.00	5,603.27			396.73
Chapter 90 Construction		14,164.00		14,164.00				14,164.00
Chapter 90 Construction 1973	10,400.00			10,400.00	299.60			10,100.40
Chapter 90 Maintenance 1973	834.77			834.77				834.77
Street Betterments Keith Road		419.00		419.00	124.40			294.60
Street Betterments Red Gate Lane		1,402.00		1,402.00	622.00			780.00
Street Betterments Pennsylvania Ave.		226.00		226.00	36.52			189.48
Street Betterments Landers Road		637.00		637.00	247.56			389.44
Street Betterments Covey Hill Road		286.00		286.00	115.53			170.47
Street Betterments Marla Lane Ext.		219.00		219.00	102.97			116.03
Street Betterments Rustic Lane		1,387.00		1,387.00	750.44			636.56
Street Betterments Audubon Road		1,079.00		1,079.00	545.71			533.29
Street Betterments Pitman Drive		794.00		794.00	411.04			382.96
Street Betterments Indiana Ave., Ext.		191.00		191.00	33.15			157.85
Street Betterments Apple Gate Lane		628.00		628.00	271.15			356.85
Street Betterments Deborah Drive		1,058.00		1,058.00	491.60			566.40
Incinerator Construction	65,624.98			65,624.98	826.23			64,798.75
Sewer Construction 1973	364,254.32		384,000.00	748,254.32	563,970.03			184,284.29
Sewer Construction 1972	9,437.91			9,437.91	9,437.91			
Master Drainage Plan		25,000.00		25,000.00	22,328.08			2,671.92
Water Maintenance & Operation Salaries		165,450.00		165,450.00	165,450.00			
Water Maintenance & Operation Expense		262,000.00		262,000.00	261,999.53		.47	
Replacement Revolving Fund Chapter 44,853,C2 PW			1,502.68	1,502.68	230.00			1,272.68
Water Construction 1972	104,915.48			104,915.48	64,565.11			40,350.37
TOTAL for PUBLIC WORKS	572,812.32	1,772,580.00	584,562.68	2,929,955.00	2,472,598.56	12,500.00	45,727.99	399,128.45
VETERANS SERVICES:								
Administrative Salaries		14,889.00		14,889.00	14,879.80		9.20	
Administrative Expense		1,500.00	250.00	1,750.00	1,738.48		11.52	
Benefits Aid		111,000.00	3,613.04	114,613.04	101,548.83		3,968.00	9,096.21
Benefits Aid 1973/74	17,279.46			17,279.46	10,763.71	6,515.75		
TOTAL for VETERANS SERVICES	17,279.46	127,389.00	3,863.04	148,531.50	128,930.82	6,515.75	3,988.72	9,096.21

	July 1, '74 Balance	Appropri-ations	Loans Transfers and Other Credits	Totals	Expended on Selectmen's Warrants	Debit Trans-fers & Other Charges	Unexpended Balances Closed to Revenue	Balances Forward and Overdrafts
EDUCATION:								
Salaries		5,322,985.00		5,322,985.00	5,202,639.67		13,487.56	106,857.77
Salaries 1973/74	93,705.50			93,705.50	93,705.50			
General Maintenance		983,794.00	5,654.26	989,448.26	966,637.77		22,810.49	
Cafeteria		44,929.00		44,929.00	44,929.00			
Athletics		21,000.00		21,000.00	21,000.00			
Adult Education		10,850.00		10,850.00	8,766.65		2,083.35	
Regional Vocational School		227,881.00		227,881.00	227,881.00			
New School Additions & Alterations Plans & Surveys	900.00			900.00				900.00
High School Addition Construction	1,787.31			1,787.31	1,516.09			271.22
Barrows School Construction	2,117.22			2,117.22				2,117.22
School Lunch Revolving Fund	35,705.32		413,413.05	449,118.37	404,584.39			44,533.98
School Athletics Revolving Fund	10,761.50		13,595.72	24,357.22	14,284.61			10,072.61
Metoo Chapter 506 Acts 1966	13,206.66		83,847.00	97,053.66	68,464.56			28,589.10
Federal Aid to Schools PL874	72,435.67		38,294.00	110,729.67	72,656.67			38,073.00
PL 91-527 Drug Abuse			8,275.00	8,275.00	2,117.00			6,158.00
PL 90-576 Project 1 Career Discovery			8,068.50	8,068.50	4,452.78			3,615.72
91-230 Title 1 Summer Projects Teachers			23,403.00	23,403.00	23,403.00			
N.D.E.A. PL 91-230 Title II Library	9,227.40			9,227.40	9,227.40			
N.D.E.A. PL 91-230 Title II Special Projects	11.69			11.69	11.69			
Special Education Grant Special Need			117,262.00	117,262.00				117,262.00
Magnet Education Social Discovery Acts 1974			19,000.00	19,000.00	18,097.36			902.64
PL 91-230 Metropolitan Planning Social Discovery Proj	120.12		2,599.00	2,719.12	2,719.12			
Replacement Revolving Fund Chapter 44,S53,C3	6,090.33		2,255.70	8,346.03	6,770.46			1,575.57
Replacement Revolving Fund Chapter 44,S53,C2	2,265.20		1,050.00	3,315.20	2,132.00			1,183.20
TOTAL for EDUCATION	248,333.92	6,611,439.00	736,717.23	7,596,490.15	7,195,996.72		38,381.40	362,112.03
PUBLIC LIBRARY:								
Salaries		130,247.00		130,247.00	129,588.05		658.95	
Maintenance		77,400.00	3,000.00	80,400.00	80,399.91		.09	
TOTAL for PUBLIC LIBRARY		207,647.00	3,000.00	210,647.00	209,987.96		659.04	
CEMETERIES:								
Salaries		61,800.00		61,800.00	61,716.03		83.97	
Maintenance		8,780.00		8,780.00	8,768.10		11.90	
Care of Veterans Graves		1,600.00		1,600.00	1,598.53		1.47	
Release of Surplus Graves	395.00	605.00		1,000.00	500.00			500.00
Cemetery Development	54.96	30,000.00		30,054.96	29,841.27			213.69
TOTAL for CEMETERIES	449.96	102,785.00		103,234.96	102,423.93		97.34	713.69

UNCLASSIFIED:								
Recreation Salaries		33,758.00		33,758.00	31,319.69		2,307.06	131.25
Recreation Expense		18,000.00	4,774.75	22,774.75	18,013.58		4,761.17	
Recreation Youth Service PL91-512	330.07			330.07				330.07
School and Recreation Land Purchase	661.48			661.48				661.48
School and Recreation Committee Expense	71.82			71.82				71.82
School and Recreation Site Survey	1,000.00			1,000.00				1,000.00
Insurance		161,000.00	66,442.92	227,442.92	122,986.65			104,456.27
Group Insurance Chapter 32B		176,807.00	18,639.95	195,446.95	190,536.56		4,910.39	
Memorial Day Observance		3,500.00	1,000.00	4,500.00	4,454.02		45.98	
Lighting Old South Clock		250.00		250.00	250.00			
Traffic Signal Installation	17,000.00			17,000.00				17,000.00
Automatic Gate Installation	343.03			343.03				343.03
School Zone Hqverhill Street	2,500.00			2,500.00				2,500.00
Nike Site Building Maintenance	370.80			370.80	370.80			
Nike Site Hopkins Street Bear Hill	1,500.00			1,500.00				1,500.00
Printing Town Report		5,000.00		5,000.00	4,411.60		588.40	
Street Lighting		73,400.00		73,400.00	73,400.00			
Christmas Lighting Art. 15	2,202.00	1,658.00		3,860.00	3,860.00			
Unpaid Bills Prior Year		815.09		815.09	815.09			
Council for the Aging		17,470.00	456.76	17,926.76	17,926.76			
Community Programs for the Aging-State Grant	292.59			292.59	292.59			
Reading BiCentennial Commission Fund	1,185.00		750.00	1,935.00	919.44			1,015.56
Youth Program		12,000.00		12,000.00	10,000.00			2,000.00
Aid to Agriculture		150.00		150.00	150.00			
Reserve Fund		85,000.00		85,000.00		60,832.83	24,167.17	
Employee Grant Win Program			6,491.50	6,491.50	5,715.75			775.75
TOTAL for UNCLASSIFIED	27,456.79	588,808.09	98,555.88	714,820.76	485,422.53	60,832.83	36,780.17	131,785.23
PENSIONS:								
Contributory Retirement-Pension Fund		303,606.00		303,606.00	303,606.00			
Expense		11,500.00		11,500.00	11,500.00			
Teachers Retirement	1,288.54			1,288.54				1,288.54
Non-Contributory Retirement		74,701.00		74,701.00	72,352.62		2,348.38	
TOTAL for PENSIONS	1,288.54	389,807.00		391,095.54	387,458.62		2,348.38	1,288.54
MUNICIPAL INDEBTEDNESS:								
Interest in Anticipation		25,000.00	8,293.55	33,293.55	33,290.55			3.00
Interest School		388,998.00		388,998.00	388,997.50		.50	
Interest Sewer		122,879.00	1.00	122,880.00	122,880.00			
Interest Incinerator		71,250.00		71,250.00	71,250.00			
Interest and Debt Water		137,230.00		137,230.00	137,230.00			
Maturing Debt School		575,000.00		575,000.00	575,000.00			
Maturing Debt Sewer		230,000.00		230,000.00	230,000.00			
Maturing Debt Incinerator		75,000.00		75,000.00	75,000.00			
Anticipation of Revenue			1,500,000.00	1,500,000.00	1,500,000.00			
Anticipation of Highway Reimbursement	4,000.00		4,000.00	8,000.00	4,000.00			4,000.00

Anticipation of Serial Issue	400,000.00		979,000.00	1,379,000.00	400,000.00			979,000.00
TOTAL for MUNICIPAL INDEBTEDNESS	404,000.00	1,625,357.00	2,491,294.55	4,520,651.55	3,537,648.05		.50	983,003.00
STATE and COUNTY CHARGES:								
Metropolitan Area Planning Council 1974			1,122.30	1,122.30	2,424.17			(1,301.87)
Parks and Reservations 1974			95,637.83	95,637.83	94,701.93			935.90
Audit of Municipal Accounts 1974			6,003.04	6,003.04	6,003.04			
Examination of Retirement System 1974			3,702.23	3,702.23	3,702.23			
Motor Vehicle Excise Bills 1974			3,033.90	3,033.90	3,033.90			
Metropolitan Sewerage 1974			116,425.02	116,425.02	111,134.47			5,290.55
Metropolitan Air Pollution Control 1974			1,670.54	1,670.54	1,164.16			506.38
Mass. Bay Transportation Assessment 1974			271,900.00	271,900.00	266,779.45			5,120.55
Ipswich River Watershed District 1974			623.17	623.17	602.40			20.77
Special Education 1974			49,000.00	49,000.00				49,000.00
County Tax 1974	(32,936.92)		463,263.75	430,326.83	415,952.64			14,374.19
County Hospital Assessment 1974			37,494.99	37,494.99	4,558.07			32,936.92
County Tax 1973	(16,040.35)		16,040.35					
Parks and Playgrounds 1973	10,468.22			10,468.22		10,468.22		
Metropolitan Sewerage 1973	10,471.77			10,471.77		10,471.77		
Metropolitan Air Pollution 1973	106.52			106.52		106.52		
Mass. Bay Transportation 1973	66.18			66.18		66.18		
Ipswich River Watershed 1973	786.66			786.66		786.66		
TOTAL for STATE and COUNTY CHARGES	(27,077.92)		1,065,917.12	1,038,839.20	910,056.46	21,899.35		106,883.39
AGENCY and TRUST FUNDS INCOME:								
Conservation Commission Land Taking Escrow Account			954.69	954.69	954.69			
General Payroll Clearing Account			695,255.28	695,255.28	695,255.28			
General Clearing Account			77.29	77.29	77.29			
Municipal Light Retirement Trust Clearing Account			316,868.09	316,868.09	316,868.09			
Contributory Retirement Clearing Account			503,663.50	503,663.50	503,663.50			
Payroll Deductions:								
Taxes Federal			1,413,225.24	1,413,225.24	1,412,948.25			276.99
Taxes State	2,777.68		379,431.72	382,209.40	378,568.65			3,640.75
Blue Cross	20,328.44		175,993.03	196,321.47	158,491.39			37,830.08
Life Insurance	2,908.68		20,998.70	23,907.38	21,383.64			2,523.74
Teachers Retirement			225,187.76	225,187.76	225,086.81			100.95
Teachers Annuity	25.00		80,126.94	80,151.94	78,397.68			1,754.26
Union Dues	226.52		42,119.36	42,345.88	42,144.38			201.50
Savings Bonds	510.00		24,787.51	25,297.51	23,906.25			1,391.26
MLD Savings Bonds			12,900.00	12,900.00	12,881.25			18.75
Miscellaneous			1,050.93	1,050.93	1,050.93			
Contributory Retirement			103,697.03	103,697.03	103,697.03			
Dog Licenses Due County	725.50		6,808.10	7,533.60	6,849.55			684.05
Sporting Licenses Due State			5,316.25	5,316.25	5,316.25			
Cemetery Perpetual Care Fund Bequests			18,800.00	18,800.00	18,085.00			715.00
Various Trust Funds Investments			96,544.11	96,544.11	95,413.33			1,130.78

Cemetery Perpetual Care Fund Income			18,740.29	18,740.29	18,740.29			
Parker Hospital Fund Income			32,040.07	32,040.07	31,550.07			490.00
Grouard Hospital Fund Income			12,776.75	12,776.75	12,776.75			
Brown Scholarship Fund Income			75.00	75.00	75.00			
Parker Scholarship Fund Income			518.76	518.76	518.76			
Sawyer Scholarship Fund Income			768.57	768.57	768.57			
Torre Scholarship Fund Income			250.00	250.00	250.00			
Appleton Library Fund Income			318.76	318.76	318.76			
Appleton-Mansfield Library Fund Income			496.49	496.49	496.49			
Poster Library Fund Income			840.00	840.00	840.00			
Public Library Fund Income			63.76	63.76	63.76			
Torrey Library Fund Income			32.50	32.50	32.50			
Wadlin Library Fund Income			63.76	63.76	63.76			
Public Library Book Fund Income	35.38		1,129.87	1,165.25	1,145.64			19.61
TOTAL for AGENCY and TRUST FUNDS	27,537.20		4,191,920.11	4,219,457.31	4,168,679.59			50,777.72
LIGHT DEPARTMENT:								
Maintenance and Operation			12,382,215.04	12,382,215.04	12,382,215.04			
Depreciation	683,965.16		1,277,813.54	1,961,778.70	266,769.42			1,695,009.28
Regular Construction			339,443.46	339,443.46	48,714.18			290,729.28
TOTAL for LIGHT DEPARTMENT	683,965.16		13,999,472.04	14,683,437.20	12,697,698.64			1,985,738.56
CASH REFUNDS:								
Real Estate Tax:								
Levy 1975			70,819.68	70,819.68	70,819.68			
Levy 1973-74			34,261.66	34,261.66	34,261.66			
Levy 1972			39,553.80	39,553.80	39,553.80			
Levy 1971			204.38	204.38	204.38			
Personal Property Tax:								
Levy 1973-74			35.00	35.00	35.00			
Motor Vehicle Excise:								
Levy 1975			753.21	753.21	753.21			
Levy 1974			10,176.37	10,176.37	10,176.37			
Levy 1973			2,084.92	2,084.92	2,084.92			
Levy 1972			42.63	42.63	42.63			

Special Assessments:								
Unapportioned Sidewalk			406.40	406.40	406.40			
Added to Taxes Sewer 1975			48.00	48.00	48.00			
Added to Taxes Sewer 1974			1,290.52	1,290.52	1,290.52			
Added to Taxes Committed Interest 1975			16.00	16.00	16.00			
Sewer Rentals			646.86	646.86	646.86			
Water Revenue:								
Rates			1,169.71	1,169.71	1,169.71			
Added to Taxes Liens 1974			430.65	430.65	430.65			
Added to Taxes Liens 1973			328.81	328.81	328.81			
Added to Taxes Liens 1971			1,052.32	1,052.32	1,052.32			
Other:								
Tailings			33.40	33.40	33.40			
Selectmen Licenses			5.00	5.00	5.00			
Collector-Demand & Interest			64.80	64.80	64.80			
TOTAL for CASH REFUNDS			163,424.12	163,424.12	163,424.12			
CASH INVESTMENTS:								
General Cash			74,311,703.08	74,311,703.08	74,311,703.08			
Federal Revenue Sharing Funds Invested			1,829,363.00	1,829,363.00	1,829,363.00			
TOTAL for CASH INVESTMENTS			76,141,066.08	76,141,066.08	76,141,066.08			
GRAND TOTALS	1,990,189.38	13,698,958.09	99,640,632.74	115,329,780.21	110,974,266.92	107,367.93	179,431.58	4,068,713.78

BREAKDOWN

General Government	7,522.51	366,781.00	38,213.43	412,516.94	391,627.23	600.00	10,181.02	10,108.69
Protection of Persons and Property	26,621.44	1,804,837.00	122,459.30	1,953,917.74	1,885,347.24	5,020.00	35,472.23	28,078.27
Health and Sanitation		101,528.00	167.16	101,695.16	95,900.37		5,794.79	
Public Works	572,812.32	1,772,580.00	584,562.68	2,929,955.00	2,472,598.56	12,500.00	45,727.99	399,128.45
Veterans Services	17,279.46	127,389.00	3,863.04	148,531.50	128,930.82	6,515.75	3,988.72	9,096.21
Education	248,333.92	6,611,439.00	736,717.23	7,596,490.15	7,195,996.72		38,381.40	362,112.03
Public Library		207,647.00	3,000.00	210,647.00	209,987.96		659.04	
Cemeteries	449.96	102,785.00		103,234.96	102,423.93		97.34	713.69
Unclassified	27,456.79	588,808.09	98,555.88	714,820.76	485,422.53	60,832.83	36,780.17	131,785.23
Pensions	1,288.54	389,807.00		391,095.54	387,458.62		2,348.38	1,288.54
Municipal Indebtedness	404,000.00	1,625,357.00	2,491,294.55	4,620,651.55	3,537,648.05		.50	983,003.00
State and County Charges	(27,077.92)		1,065,917.12	1,038,839.20	910,056.46	21,899.35		106,883.39
Agency and Trust Fund Income	27,537.20		4,191,920.11	4,219,457.31	4,168,679.59			50,777.72
Light Department	683,965.16		13,999,472.04	14,683,487.20	12,697,698.64			1,985,738.56
Cash Refunds			163,424.12	163,424.12	163,424.12			
Cash Investments			76,141,066.08	76,141,066.08	76,141,066.08			
GRAND TOTALS	1,990,189.38	13,698,958.09	99,640,632.74	115,329,780.21	110,974,266.92	107,367.93	179,431.58	4,068,713.78

REPORT OF THE TOWN ACCOUNTANT

In accordance with Section 1 of Article XIII of the Town By-Laws, submitted herewith is the report of the doings of the Accounting Department for the six months ending December 31, 1975.

All invoices and payrolls were examined prior to submission for payment during the above period and were processed on 39 Treasury Warrants, which amounted to $89,893,829.61.

The Town Treasurer's cash has been audited and found to be in order. The total receipts reported by the Town Treasurer during the above period were $90,396,155.12. The cash balance on hand December 31, 1975 was $3,833,488.58 plus invested cash of $540,633.05 for a total of $4,374,121.63.

Monthly notices of appropriation condition were forwarded to all Town Officers, Committees and Boards charged with the expenditure of Town Funds.

As required by law under Section 54A, Chapter 41 of the General Laws, notice will be given to the Board of Assessors of the total receipts for the calendar year of 1975 excluding taxes, loans, trust funds, federal and state grants and revolving funds and the source of such receipts will be specified.

As required by law, under Section 61, Chapter 41 of the General Laws, all financial reports will be filed with the Board of Selectmen for publication upon the completion of the financial year.

Appended to this report is the Balance Sheet for the period of July 1 — December 31, 1975 showing the financial condition of the town.

FEDERAL REVENUE SHARING PL92—512

All invoices were examined prior to submission for payment for the six month period ending December 31, 1975 and were processed on 1 Treasury Warrant which amounted to $160,000.00.

The Town Treasurer's cash has been audited and found to be in order. The total receipts reported by the Town Treasurer during the above period were $145,218.85. The cash balance on hand December 31, 1975 was $62,473.20 plus invested cash of $110,000.00 for a total of $172,473.20.

RICHARD E. GOULD
Town Accountant

Balance Sheet — December 31, 1975

ASSETS

Cash:			
General		3,833,488.58	
Cash Investments		540,633.05	4,374,121.63
Town Treasurer Cash Discrepancy			2,866.11
Petty Cash Advances:			
Collector		100.00	
Library		15.00	
Light Department		500.00	
Police		20.00	
Schools		384.00	
Selectmen		50.00	
Water		100.00	
Council for Aging		50.00	
Treasurer		500.00	1,719.00
Accounts Receivable:			
Taxes:			
Levy of 1976			
Personal Property	112,221.61		
Real Estate	5,249,181.50	5,361,403.11	
Levy of 1975			
Personal Property	2,161.86		
Real Estate	91,885.82	94,047.68	
Levy of 1973—1974			
Personal Property	2,748.04		
Real Estate	18,444.32	21,192.36	
Levy of 1972			
Personal Property	586.32		
Real Estate	1,681.26	2,267.58	
Levy of 1971			
Personal Property	442.98		
Real Estate	1,786.93	2,229.91	
Levy of 1970			
Personal Property	556.60		
Real Estate	2,240.68	2,797.28	
Levy of 1969 Real Estate		1,568.33	
Levy of 1968 Real Estate		1,033.79	
Levy of 1967 Real Estate		807.91	
Levy of 1966 Real Estate		435.16	
Levy of 1965 Real Estate		194.02	5,487,977.13

Farm Animal Excise:			
Levy of 1973		33.00	
Levy of 1972		18.68	51.68
Motor Vehicle Excise:			
Levy of 1975		139,346.78	
Levy of 1974		41,865.77	
Levy of 1973		25,092.24	
Levy of 1972		19,537.72	
Levy of 1971		21.82	
Levy of 1970		62.70	225,927.03
Special Assessments:			
Sewer:			
Unapportioned	114,332.36		
Added to Taxes 1975	1,284.90		
Added to Taxes 1974	2,152.02		
Added to Taxes 1973	706.88		
Added to Taxes 1972	—269.46		
Added to Taxes 1970	20.70		
Added to Taxes 1969	26.25		
Added to Taxes 1968	17.12	118,270.77	
Sewer House Connections:			
Unapportioned	100,499.34		
Added to Taxes 1975	44.89		
Added to Taxes 1974	700.42		
Added to Taxes 1973	252.93		
Added to Taxes 1972	73.74	101,571.32	
Sidewalk:			
Unapportioned	1,891.48		
Added to Taxes 1975	—63.09		
Added to Taxes 1974	68.93		
Added to Taxes 1973	—45.78		
Added to Taxes 1972	10.63	1,862.17	
Street:			
Unapportioned	4,812.57		
Added to Taxes 1975	476.47		
Added to Taxes 1974	469.68		
Added to Taxes 1973	—16.05		
Added to Taxes 1972	63.46		
Added to Taxes 1971	28.14	5,834.27	
Water:			
Added to Taxes 1975	24.09		
Added to Taxes 1974	69.60		
Added to Taxes 1973	21.85	115.54	
Committed Interest:			
Added to Taxes 1975	265.08		

Added to Taxes 1974	705.83		
Added to Taxes 1973	218.41		
Added to Taxes 1972	—58.12		
Added to Taxes 1971	20.26		
Added to Taxes 1970	5.52		
Added to Taxes 1968	5.48	1,162.46	
Sewer Rentals		14,479.20	243,295.73
Tax Titles and Possessions:			
Tax Titles		61,057.16	
Tax Possessions		4,549.80	65,606.96
Departmental:			
Public Works:		505.35	
Forestry		6,763.35	
Veterans' Benefits		3,103.01	10,371.71
Water:			
Rates, etc.		78,406.53	
Liens:			
Added to Taxes 1975	17,616.30		
Added to Taxes 1974	—1,596.45		
Added to Taxes 1973	—771.74		
Added to Taxes 1972	397.75		
Added to Taxes 1971	1,064.37		
Added to Taxes 1970	140.25		
Added to Taxes 1969	186.00		
Added to Taxes 1968	47.50		
Added to Taxes 1967	68.81	17,152.79	95,559.32
Light:			
Rates, etc.		1,822,339.03	
Consumers' Deposits		122,403.00	1,944,742.03
Chapter 90:			
Construction 1975		84,987.00	
Construction 1974		25,425.59	110,412.59
Income Due from Cemetery Perpetual Care			35,000.00
Underestimates:			
Parks and Reservations 1975		1,054.52	
Metropolitan Sewerage 1975		5,514.48	6,569.00
Estimated Receipts			1,805,827.52
Loans Authorized			3,400,650.00
Total			17,810,697.44

LIABILITIES

Loans Authorized Unissued			3,400,650.00
Guaranteed Deposits:			
Audubon Road		24,370.41	
Water Mains		5,400.00	29,770.41
Agency:			
Dog Licenses due County	122.05		
Sporting Licenses due State	169.75	291.80	
Payroll Deductions:			
State Tax	113.08		
Blue Cross/Blue Shield	20,105.00		
Life Insurance	1,818.00		
Teachers Retirement	20,020.53		
Teachers Annuities	7,552.44		
Union Dues	4,929.94		
U.S. Savings Bonds	1,470.51		
U.S. Savings Bonds M.L.D.	330.75	56,340.25	56,632.05
Tailings—Unclaimed Checks			7,054.03
Sale of Real Estate			38,675.00
MLD Clearing Account			28,239.93
Recoveries Veterans' Benefits			4,228.29
Salvage Committee Fund			6,672.03
Federal Grants:			
U.S. Hud Section 8		7,010.00	
PL 874 School Aid		2.38	
PL 91—230 Title II Library		1,061.27	
PL 93—380 Psycho Educational Services		7,483.95	15,557.60
State Grants:			
Youth Services D—70—12 OFC		1,808.15	
Youth Services D—70—4		160.01	
Youth Services D—70—9		442.62	
Highway Improve & Construct Town Ways		45,600.00	
METCO Chapter 506		36,196.37	
Special Needs		65,640.05	
Social Discovery Project		2,428.70	
Reading in Reading		3,671.24	155,947.14
Revolving Funds:			
Public Library Book Fund		326.94	

Community Center Building Fund		7,292.15	
Police Officers Off Duty Work		219.02	
School Lunch		53,881.70	
School Athletics		14,762.39	
Replacement Chapter 44,53,3 School		2,903.91	
Replacement Chapter 44,53,2:			
School	1,183.20		
Public Works	1,272.68		
Police	1,576.36	4,032.24	
Reading Depot Museum Fund		3,165.16	86,583.51
Trust Funds Income:			
Parker Hospital		840.00	
Sawyer Scholarship		175.00	
Torrey Library		16.25	1,031.25
Trust Funds Investments			19,000.00
Cemetery Sale of Lots & Graves Fund			10,249.42
Cemetery Perpetual Care Bequests			2,775.00
Appropriation Balances:			
Revenue:			
General		8,084,408.80	
Light		1,323,238.76	
Water		212,156.74	
Non-Revenue		405,039.40	10,024,843.70
Overestimates:			
Metropolitan Air Pollution Control 1975		533.69	
MBTA Assessment 1975		4,544.13	
Ipswich River Watershed District 1975		2,505.73	
Special Education		28,013.00	
County Tax 1975		284,701.02	320,297.57
Receipts Reserved for Appropriation:			
State Aid for Libraries		8,452.13	
Group Insurance Dividends		4,043.00	12,495.13
Overlay Surplus Revenue			8,545.23
Overlay Reserved for Abatements:			
Levy of 1976		133,231.03	
Levy of 1975		89,852.97	
Levy of 1973—1974		48,263.85	
Levy of 1972		66,106.42	
Levy of 1971		21,884.73	
Levy of 1970		8,497.18	
Levy of 1969		5,995.06	

Levy of 1968	2,204.29	
Levy of 1967	1,652.79	377,688.32
Reserve for Petty Cash Advances		1,719.00
Revenue Reserved Until Collected:		
Farm Animal Excise	51.68	
Motor Vehicle Excise	225,927.03	
Special Assessments	243,295.73	
Tax Titles and Possessions	65,606.96	
Departmental	10,371.71	
Water	95,559.32	
Light	1,944,742.03	
Aid to Highways	111,316.00	2,696,870.46
Surplus Revenue:		
General	458,593.67	
Water	46,578.70	505,172.37
		17,810,697.44

FEDERAL REVENUE SHARING P L 92—512

BALANCE SHEET DECEMBER 31, 1975

ASSETS

Special Cash Account	62,473.20	
Federal Revenue Sharing Funds Invested	110,000.00	
P L 92—512 Account	81,549.87	
Total		254,023.07

LIABILITIES

Appropriation from #92—512 Authorized:		
Police Salaries	153,693.00	
Fire Salaries	100,000.00	
Recreation Commission Youth Program	330.07	
Total		254,023.07

INDEX

Annual Reports of

Accountant 344
  Balance Sheet 353
  Federal Revenue Sharing 359
Appeals, Board of 204
Assessors, Board of 329
Auxiliary Fire Service 221
Buildings, Inspector of 196
Cemetery Superintendent and Trustees 205
Collector of Taxes 339
Conservation Commission 234
Council on Aging 215
Custodian of Soldiers' and Sailors' Graves 207
Dog Officer 195
Fire Department 217
Gas Inspector 197
Health, Board of 188
Housing Authority 181
Insect Pest Control 199
Jurors, List of 15
Land Bank Committee 204
Municipal Light Board 285
Personnel Board 202
Planning Board 198
Plumbing Inspector 197
Police Department 185
Public Library 228
Public Works, Board of 315
Public Works, Superintendent 316
Recreation Department 212
School Committee 237

School Superintendent 244
Sealer of Weights and Measures 224
Selectmen, Board of 178
Town Clerk 20
Town Counsel 223
Town Forest Committee 203
Town Meetings
Annual Town Election, April 14, 1975 24
Annual Town Meeting, May 5, 1975 33
Adjourned Annual, May 8, 1975 60
Adjourned Annual, May 12, 1975 71
Special Town Meeting, May 12, 1975 72
Adjourned Annual, May 12, 1975 74
Adjourned Annual, May 15, 1975 76
Adjourned Annual, May 19, 1975 86
Adjourned Annual, May 22, 1975 97
Adjourned Annual, June 5, 1975 108
Subsequent Town Meeting, Nov. 10, 1975 116
Adjourned Subsequent Town Meeting, Nov. 13, 1975 147
Adjourned Subsequent Town Meeting, Nov. 17, 1975 173
Town Officers, Listing of 3
Treasurer 336
Tree Warden 201
Veterans' Agent-Director 210
Wire Inspector 197

Haven Street, near Main

S. HARNDEN, CABINET MANUFACTORY.

OLD FAIR GROUNDS